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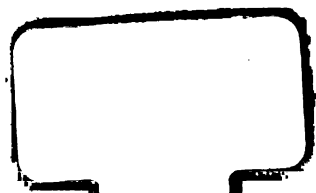
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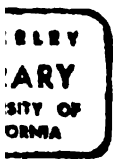
Proceedings of the ... convention

Boot and Shoe
Workers Union



SCIENCE





SCIENCES



“EACH FOR ALL AND ALL FOR EACH.”
FEB 27 1895

REPORT OF PROCEEDINGS

— OF —

• Fourth Convention •

— OF —

Boot and Shoe Workers' Union



1899
V. 1 - 7
1899-1900

Held in New Osburn House,

ROCHESTER, N. Y.,

June 19 to 23, inclusive, 1899.



1899
J. F. McCARTY & Co., PRINTERS,
LYNN, MASS.

PROCEEDINGS

— OF —

FOURTH CONVENTION

— OF —

Boot and Shoe Workers'
...Union...

HELD IN

NEW OSBURN HOUSE,

ROCHESTER, N. Y.,

June 19 to 23, inclusive,

1899.

SOCIAL SCIENCES

J. F. McCARTY & CO.,



PRINTERS, LYNN, MASS.

PROCEEDINGS

— OF —

Fourth Convention of Boot and Shoe Workers' Union.

First Day—Morning Session.

The fourth Convention of the Boot and Shoe Workers' Union met in Assembly Hall, New Osburn House, Rochester, New York, at 10:00 A.M., June 19, 1899.

The Convention was called to order by General President John F. Tobin, who read Section 5, of Article XII., as follows:—

"SECT. 5. The General Auditors, while performing their duties under Section 4 of this Article, shall also act as committee on credentials, examine all credentials then in the hands of the General Secretary-Treasurer, and shall report in writing to the Convention, reporting delegates entitled to seats from those who are not * * *."

The General President then read the report of the General Auditors on Credentials as follows:

Report of General Auditors on Credentials.

BOSTON, Mass., June 10, 1899.
To the Fourth Convention of the Boot and Shoe Workers' Union, assembling in Rochester, N. Y., June 19, 1899:—

FELLOW MEMBERS:—

Pursuant to Section 5 of Article XII, we have examined the duplicate credentials sent to Headquarters, and on referring to the books of the General Secretary-Treasurer we find the following delegates entitled to sit in the convention at Rochester, N. Y., June 19, 1899, as their Unions are square to May 31, 1899:—

| NO. PLACE DELEGATE | ALTERNATE |
|---|---------------------------------------|
| 1, HAVERHILL, MASS. J. E. Donovan | |
| 2, HAVERHILL, MASS. George J. Kelly D. H. Houle | Fred J. Reardon Daniel J. Sullivan |
| 5, MARLBORO, MASS. P. J. Byrne | Mark Caffrey |
| 6, HAVERHILL, MASS. James F. Carey | |
| 10, MARLBORO, MASS. John H. Murray | |
| 25, ST. LOUIS, MO. Collis Lovely | Joseph Glover |
| 30, DETROIT, MICH. Timothy O'Connor | Gus LaPlant |
| 38, BROCKTON, MASS. George A. Monk | J. R. McKenzie |
| 43, DETROIT, MICH. George J. Brown W. H. Barrons | Magnus Burgess John J. Scannell |
| 44, BROCKTON, MASS. Charles F. Winsor John Noonan | |

| | |
|---|--------------------|
| 53, E. WEYMOUTH, MASS. C. J. McMorrow, Jr. | |
| 69, WHITMAN, MASS. Thos. F. Sullivan | George Messier |
| 94, CHICAGO, ILL. Emma Steghagen Vennie Collins | |
| 118, BROCKTON, MASS. David C. Gray | W. C. Ramsdell |
| 154, LYNN, MASS. Horace M. Eaton | |
| 159, SYRACUSE, N. Y. C. B. Nelson | Joseph Wentz |
| 175, NEWBURYPORT, MASS. Walter Blaisdell | Thomas F. Sullivan |
| 192, BROCKTON, MASS. Charles A. Norling | Angus McDonald |
| 196, DOLGEVILLE, N. Y. Bert Chatterton | William Spoar |

We found credentials from the following Unions, which were not square to May 31, 1899, at date of this report:—

| NO. PLACE DELEGATE | ALTERNATE |
|---|--|
| 15, ROCHESTER, N. Y. John F. Tobin John E. Leonard John G. Reynick | John McDonald William McElroy James McCabe |
| 46, ROCHESTER, N. Y. Gad Martindale Harold J. Brown Harry Surridge | Alfred Stone Thomas Loney Eugene Hammill |
| 52, NO. GRAFTON, MASS. Cornelius J. Sullivan | Curtis Brown |
| 133, CHICAGO, ILL. C. L. Baine | |
| 137, ROCHESTER, N. Y. O. D. Keenan, D. J. Mullen | Edward Repp Louis Summers |

Respectfully submitted,
ARTHUR M. HINCKLEY,
GEORGE T. MESSIER,
GENERAL AUDITORS.

On motion of delegate Murray it was voted to accept report of General Auditors on Credentials, and those delegates were declared seated whose unions were reported to be square to May 31 at date of General Auditors' report.

The roll being called, the following delegates were found to be present:—

Donovan, Kelley, Houle, Byrne, Murray, Lovely, O'Connor, Monk, Brown 43, Barrons, Winsor, Noonan, McMorrow, Messier, Steghagen, Collins, Eaton, Nelson, Blaisdell, Norling, Chatterton.

The chair appointed Delegate Murray Sentinel and gave out the pass-word.

The Secretary-Treasurer stated that since the date of the General Auditors' report Unions 15, Rochester, N. Y.; 46, Rochester, N. Y.; 52, No. Grafton, Mass., and 133, Chicago, Ill., had paid all arrearages to May 31, and moved their delegates be seated.

Carried.

The Secretary-Treasurer presented belated credentials as follows:—

| UNION. | DELEGATES. |
|----------------------|--------------------|
| 59, Marlboro, Mass., | Wm. Lavery, |
| | Alex. Grenier. |
| 124, Elgin, Ill., | W. J. White. |
| 48, Rockland, Mass., | Geo. A. Orcutt. |
| 35, Brockton, Mass., | Peter J. Mulligan. |
| 74, Brockton, Mass., | Peter J. Mulligan. |

Delegate Murray moved to seat delegates from 59, Marlboro, Mass. Carried.

Delegate Baine moved to seat delegate from 124, Elgin, Ill. Carried.

On motion delegate from 48, Rockland, Mass., was declared seated.

On motion delegate Peter J. Mulligan, 35, Brockton, Mass., was declared seated.

Motion was made to seat Peter J. Mulligan as delegate of 74, Brockton, Mass., when objection was made on the grounds that it was the same delegate who had already been seated as delegate from 35, Brockton, Mass.

After considerable discussion for and against, it seemed to be the consensus of opinion of the Convention that to allow one delegate to represent two unions with two votes would be unconstitutional and a dangerous precedent which might lead to future abuses, and the motion to seat Peter J. Mulligan as delegate from 74, Brockton, Mass., was defeated.

The Chair announced that H. J. Skeffington was present as a special correspondent of the Boston Herald and wished to know whether the delegates would permit him to be present during sessions.

Brown, 46, moved Mr. Skeffington be given privilege of attending sessions.

Amended by Murray that all matter written by Mr. Skeffington be submitted to Press Committee to be appointed.

Motion carried as amended.

Nelson moved to appoint Press Committee of 3. Carried.

Delegates Murray, O'Connor and Martindale were appointed and on motion of Eaton, were declared to constitute the Press Committee.

The President then appointed the following committees:—

Officers' Reports;—Barrons, Collins, Steg-hagen, Leonard and Winsor.

RULES:—Martindale, Blaisdell, Noonan, Murray and Brown, 43.

Constitution:—Lovely, McMorrow, Kelley, Baine and Grenier.

Organization—Norling, Byrne, Hinckley, White and Brown, 46.

Resolutions:—Carey, Lavery, Monk, Reynick and Gray.

Appeals and Grievances:—Houle, Surridge, Messier, Chatterton.

Labels and Boycotts:—O'Connor, Nelson, Byrne, Donovan and Mulligan.

On motion of Brown, 43, it was voted to accept committees as appointed by the chair

The President called delegate Lovely to the chair and made his report.

Report of General President.

FELLOW WORKERS:—

It is now two years since a convention of the Boot and Shoe Workers' Union was held. During this time we have been afforded many opportunities to study the workings of our organization, and the experience of our members during the trying struggles we have gone through in the interval since our last convention will be of value only in proportion as we profit by the lessons taught.

It is conceded that our craft has had more than its share of conflict since we last assembled, much of which might have been avoided had we taken pains to be forearmed, but unfortunately the rapid introduction of labor saving machinery, and the consequent subdivision and simplification of labor, to the extent that skill is fast becoming unnecessary, together with the rapid development of the factory system to the point where only large capital can succeed, makes the workers in our craft hesitate as to the advisability of joining in the labor movement, lest their activity in defence of their class may cause offence to the employer, and that some more submissive person may secure the coveted job.

We frequently hear it said that we cannot fight the capitalist with capital, for the reason that he having more money than the workers can command, does in a contest, force the workers to accept his terms. While it may be true that large aggregations of capital can in time subdue the workers, still that is no reason why the working class should not adopt the best weapons of defence available, to the end that if we are not able to win our economic battles at all times, or even only sometimes, we are at least able to make such defence of our rights as will cause the enemy to hesitate before engaging us in battle.

For many years it has been my firm conviction that an economic organization based upon high dues and the payment of sick, death and strike assistance, would produce much better results for its members than a union whose only source of solidarity is the class conscious sympathy of the workers one for the other.

While a thorough understanding of the class struggle is of value in carrying on our work, still, this same knowledge supplemented by the implements of war will much better enable us to defend ourselves, and will have the effect of encouraging those of our class who falter, and who because of their necessities are forced to fall back upon the employer for sympathy and assistance.

It is my aim and hope to do my share in inducing this organization to make a revolution in its methods, and to, even at this late day, try an experiment never heretofore tried in the history of shoe trade unions in this country.

Some seven years ago, in this very city, it was my privilege to take part in the formation of a local shoe workers' union, based upon dues of twenty-five cents per week, and we have on the floor of this convention some delegates who took a prominent part in that organization.

That the union of which I speak is not now in existence is no argument against the plan, but on the contrary, the history of that union is one more argument against organizations depending on low dues.

Some time during the first few months existence of the union, there came into membership quite a large number of those who are always ready to set up the claim that the shoemakers cannot afford to pay high dues, and the result was the adoption of a motion doing away with the twenty-five cent per week dues and substituting ten cents.

Times without number we have heard the old familiar argument "the shoemakers can't afford to pay high dues," which has been exploded time and again by the employers, as while the shoemakers are making this line of argument, the employer is quietly making up a new bill of wages, and just at the time when Mr.—who can't afford to pay dues is in the most defenceless position, the employer very gently, or otherwise, introduces his new bill of wages, and where the organization upon the plan of high dues would ask for ten cents, the employer is only satisfied with big round dollars. Well, after a time the man of cheap dues becomes reconciled to the new low wage scale, and by dint of slavish application to work, is able to earn as much as under the old scale of wages, thus justifying the employer in making the cut, and inviting him to try it again.

Meanwhile, the poor short-sighted shoemaker reconciles himself to this worse condition by the reflection that "well wages are so low now that they can't get any lower." How often have we heard this same line of alleged reasoning? And, how often have we found the employer ready to knock us upon the head once more?

We organize, and we talk of organization, we build up in this place to-day, and while building to-morrow the work of to-day falls, and so it goes year in and year out, until the time is at last reached, at least it so seems to me, that the shoemakers are ready to profit by their past experience, and will, before this convention adjourns, lay plans for the future that will result in an organization in our craft that will be second to none in this country, that will at last realize the dream of many of the faithful self-sacrificing workers in our trade.

Turning to Webster's dictionary we find the meaning of the word "organization" is: "To form with suitable organs; to construct so that one part may co-operate with another."

The same authority says of "organization": "The act or process of forming organs or instruments of action. The act of forming or arranging the parts of a compound or complex body in suitable manner for use or service; the act of distributing into suitable divisions and appointing the proper officers, as an army or a government."

Not many will question the correctness of the definition of the foregoing words, hence, upon this I venture to set up the proposition, that in as much as organization is believed to be necessary, that is the economic organization is useful to protect the workers from rapid encroachment of the

employers upon our diminishing wages, then the stronger numerically, financially and class-consciously, the better will be the organization.

Those who proceed upon the principle that because an employer, or a combination of employers can defeat a trade union in an economic battle, that it is useless to build an economic organization upon a financial or beneficial basis, are, in my opinion setting up the proposition that because an opposing army is equipped with all the modern implements of war, then, the best kind of an army to engage them in battle is one having the very poorest kind of implements of war, or in other words the weaker your defence against the strong army the more mercy they will have upon you.

While endeavouring to convince you of the necessity for building an organization upon high dues, and one that will take care of the sick and wounded of capitalism, instead of leaving our members to the tender mercies of the enemy, I do not for one moment forget that something more is necessary before the emancipation of the working class is possible, namely, that the final mission of the working class is through their organization educate the workers to the point that they will use their ballot for the total abolition of the competitive system, and in its place, through the working class political machinery, establish industrial democracy.

I will not occupy your time with a discussion of the political phase of the labor movement, as I am of the opinion that the thing that is now within our reach should be made the means to more speedily realize that new condition that will surely come when competition has reached its highest state of development, which at the present rate of progress along the line of concentration, cannot be far distant.

I do not wish to continue longer in a salary paying office for the mere salary gain, while at the same time convinced that we are not built upon such principles as will give to our members the maximum benefits for the minimum cost, and having tried faithfully to serve you in an effort to build upon the lines laid down by our present constitution, with the result, that the best future I can see in store for the present form of organization is a struggling existence against great odds, and incidentally the payment of salary, but having no relish for such a future I can only take the ground that a new organization or new leadership is necessary, leaving you to decide.

In conjunction with Secretary Eaton, we have prepared for your consideration an entirely new plan of organization, together with the blanks necessary to administer the business of the Union, and we ask nothing more than your earnest, honest consideration of the new constitution, which we submit to you in printed form, and shall be governed by your decision.

I have not attempted to go into a detailed statement of the many things that have transpired since our last convention, as they have been dealt with from time to time in our reports, and also for the reason that it is my opinion our time will be better spent if we plan for the future, rather than to rejoice over or bemoan the past.

The "Union Stamp."

The "Union Stamp" has at last reached a position never before attained by any other label of our craft, and if we are not blind as bats we will make such provisions for establishing the Stamp upon a permanent basis as can now be made without much sacrifice upon our part.

Competition between manufacturers is now so keen, that we can make use of the Stamp as a factor in relieving ourselves of the evil effects of this cut throat war waged by employers against each other, and if we fail to take advantage of the opportunity now open, we will soon be headed off by the shoe trust, which in my opinion is not far off.

While the Stamp is yet an infant, or if only established along the chance lines heretofore pursued by this organization, we are not free from reduction in wages, even in Union factories.

Our members who are now employed in Union Stamp factories run away with the idea that because their employer is using the Stamp, that he has no justification for reducing wages, while the fact is, he must meet the competition from scab shops, and failing to do so his loss of orders will react upon the workers in the Union shops.

We can, if we but will, make the Stamp such an important factor that it will to a considerable extent throttle the competition that we now feel from the unorganized low wage places, but to do this we must build the very strongest kind of an economic organization, as only in this way can we secure the protection which it is possible to obtain through the Stamp.

I strongly advise that you make ample provisions for the future of the "Union Stamp," and do not trust to chance to make the success which can be made of it.

The following table will give you my salary and expense account from June First, 1897 to May Thirty-first, 1899.

Financial Statement.

The following is my salary and expense account from June First, 1897 to May Thirty-first, and from June First, 1898 to May Thirty-first, 1899.

| | | |
|----------------|----------|------------|
| June 1897..... | \$116.95 | |
| July "..... | 153.48 | |
| Aug. "..... | 118.06 | |
| Sept. "..... | 139.04 | |
| Oct. "..... | 161.79 | |
| Nov. "..... | 152.64 | |
| Dec. "..... | 277.12 | |
| Jan. 1898..... | 211.95 | |
| Feb. "..... | 233.88 | |
| Mar. "..... | 252.87 | |
| April "..... | 174.81 | |
| May "..... | 180.69 | \$2,073.28 |
| June "..... | 165.34 | |
| July "..... | 167.52 | |
| Aug. "..... | 193.97 | |
| Sept. "..... | 149.78 | |
| Oct. "..... | 188.87 | |
| Nov. "..... | 162.48 | |
| Dec. "..... | 261.99 | |
| Jan. 1899..... | 114.72 | |
| Feb. "..... | 142.01 | |
| Mar. "..... | 126.62 | |
| April "..... | 142.75 | |
| May "..... | 116.37 | \$1,872.91 |

With the hope that this convention may be the turning point that will make for better conditions in our craft, I am,

Fraternally yours,
JOHN F. TOBIN,
General President.

On motion of Murray, the report of the General President was referred to the Committee on Officers' Reports.

The General President resumed the chair and called for report of General Secretary-Treasurer.

Report of General Secretary-Treasurer.

MR. PRESIDENT AND DELEGATES:—

A review of the financial affairs of our organization for the past year, or for the past four years is chiefly instructive as showing the impotency of our present financial system.

This report is written with the conviction that it must be clear to all that if there is to be any permanent organization of shoe workers in America we must organize our forces with radically different methods from those now employed.

The following table shows the sums expended each month of the past year on personal account, including salary, postage, telephone and telegraph charges, express charges, and traveling and hotel expenses, itemized accounts of which have been presented to the General Auditors:—

| | |
|-------------------|----------|
| 1898—June..... | \$162 39 |
| July..... | 162 63 |
| August..... | 155 55 |
| September..... | 144 37 |
| October..... | 173 35 |
| November..... | 153 00 |
| December..... | 180 51 |
| 1899—January..... | 173 84 |
| February..... | 174 73 |
| March..... | 161 69 |
| April..... | 161 29 |
| May..... | 120 15 |

Total \$1924.50

The following table shows the receipts of the past year by Unions, including per capita tax, charters and supplies:—

| | |
|----------------------------|---------|
| 1 Haverhill, Mass. | \$27 84 |
| 2 " " | 100 88 |
| 3 Marlboro, Mass. | |
| 4 " " | 98 77 |
| 5 " " | 30 80 |
| 6 Haverhill, Mass. | 34 24 |
| 7 Marlboro, " | 71 68 |
| 8 " " | 21 60 |
| 9 " " | 10 08 |
| 10 " " | 43 76 |
| 13 Buffalo, N. Y. | 30 00 |
| 15 Rochester, N. Y. | 106 40 |
| Medway | |
| 17 Stoneham, Mass. | |
| 18 Marlboro, Mass. | 53 98 |
| 20 Middleboro, " | 70 63 |
| 22 Marlboro, Mass. | 18 80 |
| 23 Baltimore, Md. | 13 16 |
| 25 St. Louis, Mo. | 149 38 |
| 26 Haverhill, Mass. | |
| 27 New Bedford, Mass. | 27 00 |
| 28 Manchester, N. H. | 9 20 |
| 29 Westboro, Mass. | |
| 30 Detroit, Mich. | 217 30 |
| 31 Whitman, Mass. | 62 60 |
| 32 Lynn, Mass. | 5 30 |
| 35 Brockton, Mass. | 35 33 |
| 36 " " | 50 27 |
| 37 " " | 109 68 |
| 38 " " | 125 67 |
| 39 " " | 45 00 |
| 43 Detroit Mich. | 201 60 |
| 44 Brockton, Mass. | 164 51 |
| 45 Auburn, Maine | 33 94 |
| 46 Rochester, N. Y. | 63 24 |

| | | |
|-----|-----------------------|--------|
| 48 | Rockland, Mass. | 29 58 |
| 51 | Manchester, N. H. | — |
| 52 | No. Grafton, Mass. | 57 92 |
| 53 | E. Weymouth, " | 22 30 |
| 56 | Beverly, Mass. | 11 75 |
| 57 | Pittsfield, " | — |
| 59 | Marlboro, " | 260 00 |
| 60 | Portland, Maine | 28 82 |
| 62 | Marblehead, Mass. | 52 60 |
| 68 | Cincinnati, Ohio | 12 56 |
| 69 | Whitman, Mass. | 167 23 |
| 74 | Brockton, " | 57 55 |
| 75 | Newburyport, Mass. | 45 34 |
| 77 | Beverly, Mass. | 6 96 |
| 78 | Holbrook, " | 70 |
| 83 | Stoughton, " | 39 30 |
| 88 | London, Canada | 20 35 |
| 89 | Cochituate, Mass. | 61 88 |
| 92 | Randolph, " | 5 80 |
| 93 | Chicago, Ill. | 512 96 |
| 94 | " | 374 92 |
| 111 | Brockton, Mass. | 79 56 |
| 113 | E. Liverpool, Ohio | 5 12 |
| 117 | So. Weymouth, Mass. | 30 80 |
| 118 | Brockton, Mass. | 35 12 |
| 124 | Elgin, Ill. | 146 56 |
| 126 | St. Louis, Mo. | 40 14 |
| 130 | No. Brookfield, Mass. | 94 69 |
| 131 | No. Adams, Mass. | 3 25 |
| 133 | Chicago, Ill. | 127 61 |
| 136 | Boston, Mass. | 2 40 |
| 137 | Rochester, N. Y. | 48 71 |
| 139 | Springfield, O. | 28 54 |
| 143 | So. Braintree, Mass. | 10 40 |
| 147 | Duluth, Minn. | 13 36 |
| 148 | Newark, N. J. | 7 68 |
| 151 | W. Pullman, Ill. | 15 84 |
| 152 | Hudson, Mass. | 12 60 |
| 153 | Huntington, Ind. | 5 76 |
| 154 | Lynn, Mass. | 37 32 |
| 155 | New York, N. Y. | 17 76 |
| 158 | Spencer, Mass. | 52 45 |
| 159 | Syracuse, N. Y. | 85 54 |
| 160 | Brooklyn, N. Y. | 24 24 |
| 161 | Spencer, Mass. | 58 92 |
| 162 | Worcester, Mass. | 40 89 |
| 163 | No. Adams, " | 43 87 |
| 164 | Pepperel, " | 4 00 |
| 166 | Nashua, N. H. | 5 36 |
| 167 | Lowell, Mass. | — |
| 168 | Millis, Mass. | 24 22 |
| 169 | Poughkeepsia, N. Y. | 20 32 |
| 170 | Milwaukee, Wis. | 6 88 |
| 171 | No. Middleboro, Mass. | 97 74 |
| 173 | Worcester, Mass. | 11 71 |
| 175 | Newburyport, Mass. | 36 39 |
| 176 | New Brunswick, N. J. | 32 82 |
| 178 | Rock Island, Ill. | 52 68 |
| 179 | No. Brookfield, Mass. | 66 35 |
| 180 | Holliston, Mass. | 14 82 |
| 181 | No. Adams, Mass. | 15 97 |
| 182 | Nashville, Tenn. | 13 15 |
| 183 | Milford, Mass. | 29 90 |
| 184 | Natick, " | 12 05 |
| 185 | Louisville, Ky. | 10 00 |
| 186 | Newburyport, Mass. | 29 24 |
| 187 | Cochituate, Mass. | 10 00 |
| 188 | Spencer, Mass. | 18 90 |
| 189 | Genoa, Ill. | 10 20 |
| 190 | Cleveland, O. | 10 80 |
| 191 | Haverhill, Mass. | 14 16 |
| 192 | Brockton, " | 93 81 |

| | | |
|-----|---------------------|-------|
| 193 | DeKabb, Ill. | 29 90 |
| 194 | Elgin, Ill. | 10 00 |
| 195 | San Antonio, Texas. | 10 00 |
| 196 | Dolgeville, N. Y. | 14 50 |
| 197 | Sheboygan, Wis. | 10 00 |

| | |
|-----------------------------------|------------|
| Total from Unions | \$5,576 80 |
| Supplies to Agents and Councils.. | 43 45 |
| A. F. of L. Donation | 200 00 |
| Lowell Appropriation Returned.. | 50 00 |
| Interest | 8 00 |

\$5,878 25

Balance on hand June 1, 1898..... 566 58

Total receipts for year.....\$6,444 83

The following table shows the total receipts and expenditures of the year by months:—

| | RECEIPTS | EXPENDITURES |
|---------------------------|----------|--------------|
| On hand June 1, 1898..... | \$566 58 | |
| June..... | 640 76 | \$534 95 |
| July..... | 539 71 | 410 78 |
| August..... | 454 30 | 793 18 |
| September..... | 620 73 | 454 97 |
| October..... | 496 30 | 501 54 |
| November..... | 458 95 | 785 30 |
| December..... | 400 36 | 206 11 |
| 1899—January..... | 354 78 | 506 39 |
| February..... | 569 22 | 602 49 |
| March..... | 595 31 | 438 87 |
| April..... | 453 15 | 554 79 |
| May..... | 494 68 | 361 44 |

Totals for year.....\$6,444 83 \$6,150 81

Cash on hand June 1, 1899..... \$294 02

The following table shows the total receipts and expenditures for each of the years ending May 31, 1896, 1897, 1898 and 1899, with membership at each period:—

| | RECEIPTS | EXPENDITURES | MEMBERSHIP |
|--------------|-------------|--------------|------------|
| 1896..... | \$12,272 13 | \$10,578 12 | 12,153 |
| 1897..... | 17,446 55 | 17,557 89 | 12,229 |
| 1898..... | 8,352 54 | 9,368 63 | 9,727 |
| 1899..... | 5,878 25 | 6,150 81 | 8,766 |
| Bal. on hand | | | |
| June 1, 1899 | | 294 02 | |

Totals.....\$43,949 47 \$43,949 47

It is unnecessary to dwell on these figures. They tell their own story. The details of the conflicts which have so often proved the impotency of our present form of organization have been given in the monthly reports as they occurred and need not be repeated here.

Our history is not essentially different from that of any other trade organized upon the same basis. All cheap due and non-beneficial Unions are fair weather ships unfit to sail a stormy sea.

The shoe workers have tried every makeshift experiment that has been proposed. They have in every possible way sought to avoid the one course which has been pursued by every strong trade union, viz:—High dues and benefits.

Numerous examples can be cited where organizations with high dues and benefits have even passed through defeat and still maintained their organization and quickly rallied, ready once more to face the enemy, but all cheap unions go down alike, regardless of what their theory or philosophy.

Now that every cheap experiment appears to have been tried and found wanting, now that events have proved that there is nothing but sentiment to hold this Union together, it appears to me that this Union must now choose once and forever whether it will speedily go out of existence like all its low-due predecessors, or whether it will raise the dues for the purpose of binding its members together with benefits, assist them in time of strike, and extend and increase the Union by liberal expenditures in the interest of the Union Stamp, thus taking the position our trade should occupy in the front rank of the trades unions of America. This is the main question before the convention.

At this juncture I consider mere words useless. The time has arrived for action. I do not desire to quote my previously uttered warnings upon this subject.

My colleague and myself have prepared a plan of organization to submit to you which we believe will meet the requirements. It is considered sound and practical by experienced members and officers of strong unions in other crafts. It is the result of several months' investigation and study on our part and we unhesitatingly recommend its adoption.

Fellow Delegates, upon this convention rests a great responsibility.

We should each and all of us do our full duty on this occasion, unswerved by the fear of future criticism or consequences. Actuated solely by the desire that we may enact legislation that will improve the condition of the shoe workers in the future, let us consider each proposition on its merits and place our deliberate judgment on record without fear or favor.

Fraternally submitted,
HORACE M. EATON,
GEN'L SEC'Y-TREAS.

Referred to Committee on Officers' Reports.

By request of General Auditor Messier the Secretary read the report of the General Auditors, as follows:—

Report of General Auditors.

Boston, Mass., June 10, 1899.

To the members of the Boot and Shoe Workers Union:

FELLOW MEMBERS:—

In accordance with the Constitution, we the General Auditors, met at Headquarters, Wednesday, June 7, and proceeded to audit the accounts of the General Office, and submit the following report:

Report of General Auditors for the fiscal year ending May 31, 1899.

RECEIPTS.

Bal. on hand June 1, 1898..... 566 58
Received from all sources during
year ending May 31, 1899.....5878 25
Total receipts for year.... ————6,444 83

EXPENDITURES.

Salary and Expenses of General
Officers 3796 41
Organizing account 27 50
Rent 550 00
General Auditors 45 70
A. F. of L. 208 73
Printing 735 25

Loaned by Gen. Board to Coun-

No. 3, Rochester, N. Y. 300 00
Gen. Inspectors of Election 49 17
Marlboro Strike 150 00
Miscellaneous expenses .. 308 05
Total expenses for year ending

May 31, 1899 ————6,150 81

Cash on hand June 1, 1899 294 02

We found an itemized account of all expenditures, together with vouchers for the same, and the balance of \$294 02 on deposit with the Boston Safe Deposit and Trust Co.

Respectfully submitted.

ARTHUR M. HINKLEY,
GEORGE T. MESSUR.

General Auditors

Referred to Committee on Officers' Reports.

There being no communications, the President called for introduction of resolutions.

Question was asked. If under that order of business amendments could be introduced, and chair stated they could. There was no objection.

Delegate Eaton then introduced the following

Amendment No. 1.

“Strike out the whole of the present constitution and insert the following:—

Preamble.

SECT. 1. We live in an age of competition which compels concentration. Capital has long realized that competition eliminates profits as surely as it reduces wages, and invariably organizes itself into trusts for the further exploitation of the workers, by reducing wages, throwing labor out of employment and controlling the selling price of the necessities of life.

Experience having demonstrated that the isolated wage-worker is powerless when confronted with these gigantic combinations of capital, we therefore declare, that individual liberty can best find expression through organized effort.

To insure permanence, stability, and ultimate success, we must recognize and fearlessly meet the source or cause of the evils we intend to rectify.

For the protracted periods of idleness on the one hand, and the prolonged hours of labor on the other, for low wages or no wages, for conditions and method of work that are essentially destructive of morality, of health, of happiness and life, we are clearly indebted to the competitive wage system.

We therefore declare for the ultimate abolition of the competitive wage system, and the substitution thereof of the collective ownership by the people of all means of production, distribution, transportation, communication and exchange.

Organization being necessary as the first step towards the amelioration and final emancipation of labor, and realizing the necessity of weapons both offensive and defensive, socially, economically and politically, we call upon all shoe workers to unite with us for the following immediate purposes:

To thoroughly organize our craft; to regulate wages and conditions of employment; to establish uniform wages for the same class of

work regardless of sex; to control apprentices; to reduce the hours of labor; to abolish convict and contract labor; to abolish child labor, prohibiting the employment of children under the age of sixteen; to promote the use of our "Union Stamp" as the sole and only guarantee of "Union Made" footwear; to support the Union Labels of all other bona fide trade unions, and to assist them in every other way to the full extent of our power.

Name.

SECT. 2. This organization shall be known as the **BOOT AND SHOE WORKERS' UNION**. It shall be composed of Male and female boot and shoe workers organized in Local Unions, or as Members at Large, and shall not be dissolved while three Local Unions dissent.

Government.

SECT. 3. The government of all Local Unions and members shall be vested in this General Union as the supreme head, to which all matters of general importance shall be referred, and whose decision shall be final.

The administrative powers of this General Union, when not in convention shall be vested in the General Officers, subject to control of joint action of the General Executive Board.

The Headquarters of this General Union shall be located in such town or city as may be decided by convention, or by a referendum vote of the membership.

All official documents emanating from Headquarters shall bear the General Seal, affixed, printed, or embossed thereon. Said Seal shall be in the custody of the General Secretary-Treasurer.

General Officers—Duties.

SECT. 4. The General Officers of this General Union shall be a General President, a General Vice-President, and a General Secretary-Treasurer.

These officers shall at all times be subject to the control and instruction of joint action of the General Executive Board.

General President.

SECT. 5. The General President shall be the chief executive officer of this Union.

He shall enforce the laws, decide all constitutional questions subject to an appeal to the General Executive Board, appoint all organizers, countersign all orders, be *ex. officio* member of all committees and boards—local and general, revoke charters of refractory or inactive locals with the consent of the General Executive Board, appoint all committees not otherwise provided for, nominate candidates for all vacant offices, preside over conventions, be chairman of General Executive Board, appoint deputies to act for him with full power whenever impossible for him to be present in person, be the custodian and manager of the "Union Stamp," report in detail to the General Executive Board, make annual report at end of fiscal year (May 31), and shall perform such other duties as this constitution may prescribe.

He shall be paid twenty-five dollars (\$25.00) per week and all legitimate expenses.

General Vice-President.

SECT. 6 The General Vice-President shall perform all duties of General President in case

of death, resignation, or removal from office of the General President. He shall when called upon by the General President perform such duties as may be assigned to him.

General Secretary-Treasurer.

SECT. 7. The General Secretary-Treasurer shall keep all records of conventions and of the General Executive Board; receive, receipt and account for all moneys, pay all authorized bills, conduct all correspondence, keep the Register of Membership, issue all Due Books, issue all transfers and withdrawals, pay all lawful benefits, edit and manage the Journal, be *ex. officio* member of all committees and boards—local and General, furnish all supplies, issue all credentials, report monthly in Journal, make annual report at end of fiscal year (May 31st), deposit all moneys as directed by the General Executive Board, give bond for five thousand (\$5000.00) dollars satisfactory to the General Executive Board, submit all accounts to auditors, have discretionary power in providing suitable blanks and methods in administration of all laws pertaining to membership and revenue, hire such clerical assistance as he may deem necessary, perform such other duties as this constitution or the General Executive Board may assign, and be responsible to the General Executive Board for efficiency of his office administration.

He shall be paid twenty dollars (\$20.00) per week and legitimate expenses.

General Executive Board.

SECT. 8. The General Executive Board shall consist of the General President, General Vice-President, General Secretary-Treasurer and seven members elected at large—not more than two of said seven to be from the same state.

Vacancies shall be filled by nomination by the General President, approved by the member's local and confirmed by the General Executive Board. Said board shall, jointly, require satisfactory bonds in the sum of five thousand dollars from the General Secretary-Treasurer at the expense of the Union, see that all moneys in excess of five thousand dollars be so deposited as to require consent of a majority of said Board to draw same, hold all property as Trustees, have power to require of any officer full detailed statements of the business of the office, have power by majority vote to remove any officer for unfaithfulness or incompetency, hire suitable Headquarters as directed by Union, decide appeals from decision of General President, decide all questions of usage wherein the Constitution is silent, issue and revoke charters, levy assessments when they deem it necessary, perform such other duties as this Constitution may provide, and at all times consider the welfare of the organizations superior to persons and places in arriving at decisions.

Election of General Officers and General Executive Board.

SECT. 9. The General Officers and General Executive Board of the Boot and Shoe Workers' Union shall be elected annually by popular vote. It shall require a majority of all votes cast for the candidates for any particular office to elect. Any member in good standing shall be eligible as a candidate for any office in this Union.

SECT. 10. Each Local Union shall nominate by secret ballot at the first meeting in July one candidate for each office to be filled, and the Local Corresponding Secretary shall within forty-eight hours notify each nominee and also notify the General Secretary-Treasurer of the full list of nominees of the local union.

SECT. 11. Members receiving notice of nomination shall, within ten days after the close of nominations, notify the General Secretary-Treasurer whether they accept such nomination, and which nomination they accept if nominated for more than one office, and no member shall be a candidate for more than one office at the same election. Members who fail to so notify the General Secretary-Treasurer shall be disqualified and their names shall not appear on the official ballot.

SECT. 12. At 12 M. precisely on the tenth day of August the General Secretary-Treasurer shall close the nominations, and any nominations received after that time shall not be considered.

The five candidates for each position who receive nominations of the greatest number of Local Unions shall be the nominees eligible for election.

The General Secretary-Treasurer shall, within thirty days after the close of nominations, furnish a list of nominees to each Local Union, reporting eligibles from ineligibles.

SECT. 13. Within thirty days after close of nominations the General Secretary-Treasurer shall forward to each Local Union sufficient ballots, with name and Union number of all candidates, precedence upon the ballot being given to the candidates having the greatest number of nominations. Members shall make a cross (X) opposite the names of their choice.

SECT. 14. Balloting in the Local Unions for officers of the General Union shall take place on the first meeting night in October between the hours of 5 P.M. and 10 P.M. Members shall vote for one candidate for General President, General Vice President and General Secretary-Treasurer.

For members of the General Executive Board, members of Local Unions shall vote for seven—not more than two of whom shall be from the same state.

SECT. 15. The Local Union shall elect three local inspectors of election to receive, sort, count and report the votes. Said inspectors shall, within forty-eight hours after the close of the polls, place the votes cast, the voting list, together with the record of the result, signed in their own hand, in one envelope or box securely sealed and forward the same to the care of the General Secretary-Treasurer for the General Inspectors of Election.

The chairman of Local Inspectors failing to forward votes as provided, or any one aiding or abetting the non-forwarding of ballots, or any person signing false returns, or casting or returning fraudulent votes, shall be fined, suspended or expelled, as the General Executive Board may direct.

SECT. 16. The General Secretary-Treasurer shall furnish each Local Union with three election return blanks, one of which shall be returned to him by the Local Inspectors of Election, one to be retained by the Local Union, and one for the General Inspectors of Election, all

three of which blanks shall be filled out in exact duplicate of each other and shall contain a truthful report of the election in that Local Union. The Chairman of the Local Inspectors shall be in charge of these blanks, and return the same at the time of forwarding votes, etc.

SECT. 17. All members in good standing shall be entitled to vote for the officers of the General Union, but must before voting show their Due Books to the Local Inspectors, who shall check the same on a list, which list must be furnished by the Financial Secretary of the Local Union and forwarded to Headquarters with the ballots.

SECT. 18. When election returns are received by the General Secretary-Treasurer, he shall carefully preserve the same intact and hand them over to the General Inspectors of Election. Failure to do so shall subject him to impeachment and removal from office.

SECT. 19. During September the General Executive Board shall select three Local Unions, each of which Unions shall elect by written ballot one member in good standing who is not a candidate for any national office, to serve as General Inspectors of Election. Each Union so selected shall notify the General Secretary-Treasurer of the name and address of the member elected and shall give the member a certificate of election to be presented at headquarters.

SECT. 20. The General Inspectors of Election shall meet at headquarters of the General Union at 10 o'clock A. M., October 25, and in the presence of each other declare the polls closed, open the envelopes or boxes containing the votes, etc., ascertain and verify the result of the election, and they shall at once prepare a report of the same to be submitted to the Local Unions by the General Secretary-Treasurer. They shall place all votes, etc., together with a copy of their report, in a box, which shall be closed and sealed by them and kept at headquarters subject to the order of the General Union.

The report of the General Inspectors of Election shall be forwarded to the Local Unions within ten days after the result is announced.

SECT. 21. Should the voting result in no election for any office on account of no candidate having received a majority of all votes cast, then the General Secretary-Treasurer shall issue a second ballot, dropping all names except the two highest for each office to be filled, and so continue until one receives a majority.

The Local Unions shall ballot under the same rules as in the first election and forward the ballots to the General Secretary-Treasurer, to reach him not later than thirty days after the date of the report of the first election, when the General Inspectors of Election shall again assemble and proceed as in the first election.

SECT. 22. All officers shall be installed by mail and take office on the first of the month succeeding the completion of the election.

In case the election results in changing any financial officer, the General Executive Board shall summon the General Auditors, who shall audit the accounts.

Union Stamp.

SECT. 23. The trade stamp or label of this Union shall be as follows:



This "Union Stamp" shall be impressed upon the sole or insole of boots and shoes that are made wholly by members of this Union.

SECT. 24. The General Executive Board shall have discretionary power in making rules governing the use of the "Union Stamp," but shall publish such rules regularly in the Journal and shall not issue the "Union Stamp" to any firm without the consent of the Local Union in a town or city where only one Local Union exists, or without the consent of the Joint Council in a town or city where more than one Local Union exists.

Journal.

SECT. 25. This Union shall publish a monthly Journal to be known as the "UNION BOOT AND SHOE WORKER." Said Journal shall be published the fifteenth day of each month and shall contain a report of the receipts and expenditures of the preceding month. It shall be used to make official announcements, to agitate for Union Labels and in every way to promote the interests of this Union and the Trade Union Movement. The subscription price of said Journal shall be fifty cents per year, but members in good standing shall be subscribers without charge, providing they inform headquarters of their address. The expense of publishing said Journal shall be paid by receipts from subscriptions, advertising and from General Funds. Said Journal shall be edited and managed by the General Secretary-Treasurer, subject to the control of the General Executive Board.

General Auditors.

SECT. 26. The General Executive Board shall, prior to the month of March in each year, designate three Local Unions, of which no officer of the General Union is a member, from each of which Local Unions shall be elected by secret ballot at the March local election, one member to serve as a General auditor. These Local Unions shall at once notify the General Secretary-Treasurer of the name and address of the member elected. The three General Auditors so chosen shall meet at Headquarters within ten days after the close of the fiscal year (May 31st.) and audit all accounts of all officers and employees of the General Union and report their findings in the Journal.

Organizers.

SECT. 27. The General President shall appoint all organizers, but no organizer shall be given steady employment except by vote of the General Executive Board. The General Executive Board, by majority vote, may revoke the commission of any organizer at their discretion. All organizers shall be subject to the direction of the General President and shall work promulgating the principles of the Boot and Shoe

Workers' Union by means of personal interviews with boot and shoe workers, distributing literature, promoting the sale of Union Label goods, addressing meetings, organizing new Locals and installing the officers. They shall perform such other duties as this constitution may prescribe, or as the General President or General Executive Board may direct.

Local Union Officers.

SECT. 28. The officers of each Local Union shall be a President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Sentinel, Conductor, three Trustees, an Executive Board of not less than five, Auditing Committee of three and Label Committee of three. They shall be elected by written or printed ballot for a term of six months at the last regular meeting in March and September of each year, except the Trustees. Each officer shall be installed and hold office until successor is elected and installed. The officers elected in March shall serve for six months, beginning April first, and those elected in September shall serve six months beginning October first. This section shall not prevent any Local from electing a paid agent for a longer term.

SECT. 29. The President shall preside at all meetings of the Local, conduct the business of the Union strictly according to the order of business, require all officers and committees to report regularly, enforce the laws, sign all bills and orders, and perform such other duties as the Local may direct which are not inconsistent with this constitution.

SECT. 30. The Vice President shall, in the absence of the President, perform all the duties required of the President.

SECT. 31. The Recording Secretary shall keep a correct record of all the proceedings of the meetings of the Local.

SECT. 32. The Financial Secretary shall receive and receipt for all revenues, promptly forward all General Funds to the General Secretary-Treasurer, turn over all Local Funds to the Local Treasurer, report receipts of each week at Local meeting, keep a correct account between the Local and each member thereof, report standing of each member at intervals of three months, conduct all correspondence and file all letters and documents, perform such other duties as this constitution requires or the Local Union may direct, and turn over all papers, books, accounts and property of the Union to successor.

SECT. 33. The Treasurer shall receive all Local Funds from the Financial Secretary, pay all bills approved by the Local and signed by the President, keep a correct account of the same, report to the Local Union at each meeting, and turn over to successor all books, papers, funds and other property of the Local.

SECT. 34. The Conductor and Sentinel shall perform such duties as usually pertain to such offices.

SECT. 35. The Trustees shall be elected by written ballot, one for a term of eighteen months, one for twelve months, one for six months, and thereafter one to be elected at the last regular meetings in March and September as their terms expire. The Trustees shall take charge of all property of the Local, receive from the Treasurer and deposit all funds not required

for the necessary expenses of the Local, report their doings to the Local at the end of each quarter, and turn over to their successors all books, papers, funds and other property in their possession.

SECT. 36. The Local Executive Board shall organize by choosing a Chairman, Vice-Chairman and Secretary. It shall be the duty of such board to receive all Due and Assessment Stamps from the General Secretary-Treasurer and keep a strict account of same with the Financial Secretary, holding Financial Secretary responsible for every stamp at face value, reporting condition of the stamp account to the General Secretary-Treasurer as he may require, call a special meeting of the Local when necessary, declare vacant the seat of any member of the Board absent from three consecutive meetings, summons shop crews or members, appoint shop collectors, investigate and report upon all applicants for membership, consider all grievances and endeavor to settle same, carefully supervise all officers and business interests of the Local Union, adjust wages and conditions of employment, see that all laws are enforced, perform such other duties as this constitution may require, and set aside personal feelings and interests and at all times endeavor to serve the best interests of the members and the Union as a whole. In all Mixed Unions the Executive Board shall be so chosen as to represent as nearly as possible all parts of the craft represented by the Union.

Auditing Committee.

SECT. 37. There shall be elected by written ballot at the last regular meeting in March and September, an Auditing Committee of three, to serve six months whose duty it shall be to audit the accounts of the Treasurer, Trustees, Financial Secretary, and Local Executive Board. They shall also audit the Due and Assessment Stamp account kept between the Financial Secretary and the Local Executive Board and at the completion of their duties report their findings to the Local Union.

Label Committee.

SECT. 38. The duties of the Label Committee shall be to promote the sale of boots and shoes bearing the Union Stamp, by using all available influence upon dealers in boots and shoes, securing the co-operation of other organizations and the use of all other methods by which the interests of this organization may be advanced through the Union Stamp.

It shall be the duty of the Label Committee while promoting the interests of the Union Stamp to further the interests of the Labels of all other recognized organizations.

Printed Supplies.

SECT. 39. The General Secretary-Treasurer shall deliver, prepaid, to each Local Union, all necessary printed supplies free of charge. Any member losing Due Book shall be charged 25 cents for a new one, said sum to be forwarded to the General Secretary-Treasurer before a new Due Book is issued.

Charters.

SECT. 40. The General President and General Secretary-Treasurer, acting for the General Executive Board, shall issue charters without fee, to any seven or more bona fide shoe workers that have been regularly organized by any organizer authorized by the General President; provided, that shoe workers may have choice between organizing as Mixed Unions, or in separate branches, and only one charter shall be issued for one branch of the craft in the same city or town. Each Local Union shall be known by the name it selects and the number assigned to it by the General Secretary-Treasurer, and no Local Union shall dissolve itself or withdraw from this Union while seven members dissent.

All money and property of any Local Union whose charter is revoked or surrendered is the property of and must be returned to the General Union upon demand of the General President.

Local Meetings

SECT. 41. Local Unions may fix the time and place of holding meetings, but no suspended member shall be allowed to be present at any meeting of any Local Union.

The sole pass-port to Local Union and Council meetings shall be a Due Book showing the member to be in good standing. Any member in good standing may attend the meeting of any Local Union, but any Local Union having important business to transact, may, on motion, go into executive session and request all who are not members of that Local Union to retire.

Local By-Laws

SECT. 42. Each Local Union shall have the right to adopt by-laws governing matters of local usage, provided such by-laws do not conflict with this constitution.

Membership.

SECT. 43. Any male or female boot or shoe worker over sixteen years of age and actively employed at the craft, shall be eligible to membership. All members must hold membership in the Local Union having jurisdiction over the factory in which they work, upon demand of said Local Union. All applications for membership must be made on blanks furnished by the General Secretary-Treasurer and no person shall be considered a member of this Union unless such signed application is on file and registered at Headquarters. Such applications shall be investigated by the Local Executive Board, who shall report to Local Union and Local Union shall vote by hand ballot on the admission of of applicant—a majority vote to decide—and if receiving a majority vote, the applicants name shall be at once enrolled, and if rejected, such signed application blank shall be returned to the General Secretary-Treasurer with statement of reasons for such rejection.

SECT. 44. An applicant rejected by any Local Union shall have the right to appeal to the General Executive Board, who may if they deem the applicant rejected for insufficient cause, accept the applicant as a member at large.

Any person securing membership by making false statements in the signed application for membership shall be fined, wholly or partially

reduced from benefits, or expelled, as the General Executive Board may direct, acting upon the complaint of any member.

Members-at-Large.

SECT. 45. Members in good standing of Local Unions that lapse, disband, or whose charter is for any cause revoked, and also members retiring from work at the craft, shall have the right to retain their membership and standing by being attached direct to Headquarters as Members-at-Large.

SECT. 46. Shoe workers actively employed at the craft in any locality where no Local Union exists, may become Members-at-Large by vote of the General Executive Board, but must constitute themselves a Local Union when so directed by the General Executive Board.

SECT. 47. Member-at-Large shall pay direct to Headquarters the same dues and assessments and have the same benefits as if members of a Local Union, shall have representation in elections and in conventions same as a Local Union, but shall keep Headquarters informed of their address at all times. The officers of the General Union shall be the officers of the members-at-large and shall perform for them the same duties as officers of Local Unions. The Members-at-Large shall in every other respect be considered as a Local Union and subject to the same laws governing membership and revenue.

Duties of Members.

SECT. 48. It shall be the duty of each member to regularly attend the meetings of the Local to which said member belongs, participate in and become familiar with the business of the Local and General Union, report opportunities for employment at the meetings, report cases of sickness and destitution, report in writing any knowledge of fraudulent benefit claims, consult and be governed by the Local Executive Board in all matters of wages and conditions of labor, be governed by the will of the majority constitutionally expressed, regard interest in the organization as superior to all other considerations, promptly pay all dues and assessments, insist upon being furnished with Label goods by all dealers with whom they trade, endeavor to induce all non-union persons to identify themselves with organized labor, conform to all the provisions of this constitution, obey all officers of the Local and General Union, exercise great care in selecting all officers of the Local and General Union and refrain from unduly criticizing or abusing them while in the discharge of their official duties.

SECT. 49. Any member defaming this Union or circulating reflections upon the union record of any officer or member shall be required, upon complaint of any member, to prove statements; and failing to prove them shall be disciplined, fined or expelled. Any member accepting employment on any job declared to be on strike, or unfair, shall be fined or expelled as the Local Union and General Executive Board may direct.

Register.

SECT. 50. A Register shall be kept at Headquarters showing the name, number and standing of every member of this Union. Numbers

shall be assigned consecutively in the order in which members are reported to Headquarters.

Members shown by the register as not owing more than 13 weeks' dues, or any assessment or fine for more than 13 weeks, shall be considered in good standing. No member shall receive any sick or death benefit unless shown by the register to have been continuously in good standing for the preceding sick months.

Initiation Fee.

SECT. 51. The initiation fee in all Local Unions shall be the uniform sum of one dollar (1.00), except in cases of persons with bad union record, in which case Local Unions may fix the initiation fee. The Initiation Fee must be paid before any application for membership can be considered, and the applicant must be acted upon by the Local Union before being reported to Headquarters.

Weekly Dues.

SECT. 52. The dues in this Union shall be the uniform sum of twenty-five (25) cents per week per member, payable weekly, and shall be due on Saturday of each week. Dues of new members are due and payable on the first Saturday following the acceptance of their application.

It shall forever be unconstitutional to seek to reduce the amount of dues as provided in this section.

Method of Collecting Revenue.

SECT. 53. The weekly dues and all other payments of members shall be made to the Local Financial Secretary, who shall receipt for all such payments by giving stamps equal to the amount paid, which stamps must be properly affixed to the members Due Book and no other system of receipting for dues and assessments shall be recognized.

SECT. 54. The General Secretary-Treasurer shall issue Due and National Assessment stamps to the Chairman of the Local Executive Board of each Local Union. Local Executive Boards shall furnish these stamps to their Financial Secretary, holding the Financial Secretary responsible for the face value of all stamps so furnished and shall report the condition of their stamp account to the Local Union Auditors and to the General Secretary-Treasurer as often as required.

SECT. 55. Local Unions, through their Executive Boards, shall appoint Shop Collectors to collect revenue for the members, shop collectors to turn the amount collected each week over to the Financial Secretary on Saturday.

SECT. 56. The Local Financial Secretary shall enter these payments by name, number and amount, on the Duplicating Cash Book furnished by the General Secretary - Treasurer to each Financial Secretary.

Local Funds.

SECT. 57. The revenue of the Local Unions shall be one third of all receipts from Initiation fees, Dues and Fines, and the entire receipts from Local assessments and Local fines for non-attendance at meetings.

General Funds

SECT. 58. The revenue of the General Union shall be two-thirds of all receipts from Initiation Fees, Dues and Fines (except Local fines for non-attendance at meetings), and all the receipts from such National assessments as may be levied.

Forwarding General Funds.

SECT. 59. Having entered all receipts on the Duplicating Cash Book, the Local Financial Secretary shall, on Monday of each week, forward to the General Secretary - Treasurer by money order or check, prepaid, all General Funds collected the previous week, together with carbon duplicate cash sheet detached from the Duplicating Cash Book—which shall be a carbon copy of all payments made during the previous week—taking the receipt of the General Secretary-Treasurer for same, turn the Local Funds over to the Local Treasurer, taking receipt for same and attach both receipts to the Duplicating Cash Book in place of the detached carbon copy.

SECT. 60. In no case shall General Funds be paid into Local Treasury, or retained by the Local Financial Secretary or any other officer or member, said General Funds being at all times recognized as the property of the General Union. Each Local Union and all its members shall be held responsible for safe transmission of all money from the members to Headquarters, where the standing of each member shall be determined by the register.

SECT. 61. Should the Local Financial Secretary fail to report for two weeks, the General Secretary-Treasurer shall notify the Chairman of the Local Executive Board and also the Local President, that the benefits of the members are endangered because of dues being withheld.

Division of General Funds.

SECT. 62. One third of all monies received by the General Secretary - Treasurer from Local Unions and members at large shall be set aside as a Sick and Death Benefit Fund until said fund amounts to one dollar (\$1.00) for each member entitled to benefit and thereafter said fund shall be maintained at that figure (\$1.00). This fund shall not be drawn upon for any purpose except for the payments of Sick and Death Benefits as hereinafter provided.

SECT. 63. When the Sick and Death Benefit Fund has reached one dollar (1.00) per beneficiary member, the General Secretary-Treasurer shall, on the first of each month, transfer from the General Funds received during the past month, to the Sick and Death Benefit Fund, an amount sufficient to reimburse said fund for all benefits paid during the past month and maintain the said fund at one dollar (1.00) per beneficiary member as shown by the Register.

SECT. 64. The Sick and Death Benefit Fund having been established and maintained, the remaining General Funds shall each month be divided equally between the Strike Fund to be used for the sole purpose of assisting good standing members involved in regularly sanctioned strikes, and the General Expense Fund to be used for expense of Headquarters, the Journal, Organizing, Label agitation, and such other

expenses as are authorized by this constitution or by the General Executive Board.

Sick Benefit.

SECT. 65. A sick benefit of three dollars (\$3.00) per week shall be paid to any member who has been six months continuously in good standing and who is, by reason of sickness or disability, unable to work, provided, that no benefit shall be paid for the first seven reported days of illness or disability, that such illness or disability was not caused by intemperance, debauchery, or other immoral conduct that not more than thirteen (13) weeks' sick benefit be paid to any member during one fiscal year (June first to May thirty-first), that members afflicted with any chronic disease or over 60 years of age at time of initiation shall be eligible to half benefit, that such illness shall not have resulted from military service or while absent from the United States or Canada, that female members shall not be entitled to benefit three weeks before and five weeks after confinement, that applications for sick benefit shall be made to the General Secretary-Treasurer upon blanks furnished to the Local Unions by the General Secretary-Treasurer properly filled out with all required information and indorsements.

SECT. 66. All sick claims shall date from the seventh (7) day after they are reported to the Local Executive Board, who shall cause the same to be investigated by not less than three Union members of good repute not related to the sick member, each acting independently of the others and reporting individually to the Local Executive Board, who shall indorse or disapprove of the claim as circumstances warrant.

67. Sick claims of members at large shall be reported to the General Secretary-Treasurer and shall bear such indorsements as the General Executive Board may direct.

SECT. 68. Any officer or member convicted upon charges of conspiracy to defraud the Union shall be fined or expelled as the General Executive Board may direct. All arrears for dues, etc., shall be deducted from any benefit or assistance given under this constitution.

Death Benefit.

SECT. 69. Upon proof of death of any member who has been six months continuously in good standing, a benefit of fifty dollars (\$50.00) shall be paid. Should the member have been two years continuously in good standing, one hundred dollars (\$100.00) benefit shall be paid. Members afflicted with chronic diseases or over 60 years of age at time of initiation shall be eligible to half benefit. All death claims shall be reported to the Local Executive Board upon blanks furnished by the General Secretary-Treasurer and shall give all required information. Members shall designate the person to whom the benefit shall be paid upon their demise, and failing to so designate, the benefit shall be paid as the Local Union may direct.

Local Relief for Out-of-Work Members

SECT. 70. It is recommended that each Local Union raise funds by Local assessments or otherwise, to be applied to payment of dues of out-of-work members and to provide such other relief as the Local Union may find feasible, to the end

that from the experience so gained a National plan for relief of unemployed members may be developed.

Joint Councils.

SECT. 71. In any town or city where there are two or more Local Unions they shall, upon the call of any of said Unions, hold a delegate conference for the purpose of drafting a set of rules to govern the Joint Council. Said rules to be on the basis of representation so that all parts of the craft represented by the Unions forming the Council shall have representation, fix the methods of raising funds, etc., and the conference shall submit the rules to the General Executive Board for their approval. When approval is received each Local Union shall elect delegates to the Joint Council according to the rules. The Joint Council shall then meet, organize and discharge its duties.

Local Unions and delegates constituting Joint Councils under the provision of this section must be members of the Boot and Shoe Workers' Union.

SECT. 72. It shall be the duty of the Joint Council to consider any difficulties that may arise between the Local Unions forming a part of said Council and any employer, to try and effect a settlement, and, if not possible to make a settlement, to report the case to the General President according to the laws governing strikes.

SECT. 73. The Joint Council shall, by committee work and otherwise, do all in its power to promote the sale of Union Stamp boots and shoes and also Union Label products of other recognized organizations.

SECT. 74. The Joint Council shall make every possible effort to increase the effectiveness of shop crew organizations in its locality; to introduce into all factories in its jurisdiction a working card and permit system, and at all times strive to promote the interests of the Boot and Shoe Workers' Union.

SECT. 75. Joint Councils may make uniform rules governing members, shop collectors, the payment of dues and fines, attendance at meetings and such other subjects as in their judgment will tend to strengthen the organization.

SECT. 76. Local Unions in adjoining towns or cities, or Local Unions of some branch of the trade in various sections, may form district Joint Councils. Any Joint Council may employ a paid agent.

Strikes.

SECT. 77. Chief among the immediate objects of this Union is the accomplishment of a more thorough organization of our craft, assisted by promoting the sale of Union Stamp shoes, and bound together and solidified by ties of fraternity and class interest. We recognize strikes as dangerous and costly and believe they should not be inaugurated except as a weapon of last resort after every resource and expedient has been exhausted in an attempt to adjust disputes without strikes.

SECT. 78. To the end that strikes may be less frequent and more effective, this Union will render financial support only to such strikes as have received the sanction of the General Executive Board or its authorized Strike Committee before

being ordered. This section shall not be construed to deprive any Local Union of the right to strike whenever they feel their interests can only be served by such course, provided, that any Local Union ordering such strike does so entirely upon its own resources and risk and has no claim upon the General Union for financial aid, or upon other branches for financial or sympathetic strike support, and further provided, that no member of this Union be permitted to accept employment in the department where such strike exists.

SECT. 79. Should any Local Union desire the financial assistance of the General Union in any impending controversy which threatens a strike or lockout, said Local shall, in the first stage of the dispute, consult the General President and be guided by his advice. Should the negotiations not produce satisfactory results, a strike may be ordered with financial assistance, if approved by the authorized Strike Committee of the General Executive Board.

SECT. 80. Should there be a Joint Council in the locality, the Local Union, if desiring financial and sympathetic strike assistance, shall present their grievance to the Council at the same time they inform the General President and the approval and support of the Council shall be necessary before a strike may be sanctioned by the Strike Committee with financial aid; provided, that the Local Union, if dissatisfied with any adverse decision of Joint Council or the Strike Committee, may take an appeal to the full General Executive Board, and said Board, if satisfied the decision of the Joint Council or Strike Committee was unwarranted, shall have power to order a general strike with financial aid in support of the Union having the grievance; and further provided, that if the Local Union be not sustained by the Council, by the Strike Committee or by the full General Executive Board, the Local Union may still exercise its right to strike upon its own responsibility and risk without claim for financial or sympathetic strike support.

SECT. 81. The General Union recognizes the Local Executive Board as having the initial Local authority in each Local Union on all matters concerning strikes and lockouts and all grievances of whatever nature must be referred to and approved by them before action of any kind is taken; but the General Executive Board shall have power to declare a strike, with financial aid, in any factory at any time.

SECT. 82. This Union will not recognize strikes by organized or unorganized shoe workers not members of this Union; and difficulties caused by unauthorized acts of members or shop crews without the advice and consent of the Local Executive Board are especially condemned and shall not be recognized or tolerated.

SECT. 83. The General Executive Board shall, shall after investigation, exercise the right to declare off any strike or lockout authorized by this constitution, at any time when they believe the interests of the Union will be best served thereby. Action to be taken upon petition of not less than 10 members in good standing.

SECT. 84. The General Executive Board may withdraw financial assistance from any strike at the expiration of thirteen weeks from date of strike.

Lockouts.

SECT. 85. This Union shall not recognize any cessation of work, under any circumstances or provocation, as a lockout with financial aid, unless the Strike Committee has approved same, in which case financial assistance will be rendered.

No Local Union shall, under any circumstances, be permitted to declare a boycott without first obtaining the approval of the General Executive Board.

SECT. 86. A reduction of wages shall not constitute a lockout. An "iron clad" notice shall not constitute a lockout. Should any employer be unscrupulous enough to require employees to sign individual contracts, under threat of lockout, such unscrupulousness must be met in kind, and members are directed to sign them, as they have no legal force, and report the same immediately to their Local Executive Board. The Local Executive Board shall report to the General Executive Board, as in strikes.

Victimization.

SECT. 87. Should any member be victimized or blacklisted for work done in any official capacity, or upon the order of the Union, the General Executive Board shall have power to grant such member temporary assistance from the Strike Fund in seeking employment.

Strike Assistance.

SECT. 88. No financial aid shall be paid for the first seven days of any regularly sanctioned strike or lockout. At the end of the second seven days the Local Executive Board shall forward to the General Secretary-Treasurer a statement of the name of each person on strike and name and registered number of each member involved in the strike.

SECT. 89. The General Secretary-Treasurer shall note the number of members in good standing on said statement and forward to the Local Treasurer such percentage of the total Strike Fund as the members in good standing who are on strike is of the total membership of the General Union in good standing. At the end of the third seven days another statement shall be forwarded and percentage allotted, and so on each seven days until the strike has been won or declared off, the allotment each week being on the number of members in good standing. Members on strike shall not be entitled to sick benefits.

SECT. 90. Local Executive Boards shall deduct the dues of all members in good standing who are on strike from strike assistance sent to them and then carefully disburse the remainder among the members in good standing according to the needs of each member, and shall forward to the General Secretary-Treasurer, with their statement for the next week, an itemized account of their total expenditures for the past week. Any member on strike, securing employment at any other trade or being offered fair employment at the shoe trade, shall not again be included in the weekly statement of the Local Executive Board.

SECT. 91. Should the Local Executive Board fail to report as required, or should the General

Secretary-Treasurer be satisfied that the assistance was being expended illegally or for purposes foreign to its intent (which is solely to relieve the wants of members in good standing who are engaged in regularly sanctioned strikes or lockouts) all assistance shall be suspended from such Local Union pending an investigation under the direction of the General Executive Board. Should the investigation find proof of intent to defraud, the General Board shall impose such fine or other penalty as they may deem proper.

Compensation for General Union Work.

SECT. 92. Any member doing General Union committee work directly authorized by this constitution, or other work upon the direct order of the General President shall receive from the General Secretary-Treasurer three dollars (\$3.00) and legitimate expenses for each day of actual service.

National Assessments.

SECT. 93. The General Executive Board shall exercise the power of levying such assessments as they may deem necessary to replenish any or all of the funds established by this constitution and may raise the Strike Fund by a series of assessments to the amount of five dollars (\$5.00) per capita.

Local Assessments.

SECT. 94. Local Unions may at any legal meeting levy such local assessments as they may deem necessary for the purpose of carrying on their Local Union work or for assisting other bona fide trade Unions.

Fines.

SECT. 95. The General and Local Unions shall have power to levy such fines as they deem proper in disciplining members who violate the laws or principles of this Union.

SECT. 96. Any member of this Union purchasing shoes without the Union Stamp, or any other commodity without the Union Label whenever it can be procured, shall be fined two dollars (\$2.00), action against such offense to be taken either by the Local Union or Local Executive Board.

Transfers.

SECT. 97. All transfer cards shall be issued by the General Secretary-Treasurer, who shall transfer the members upon call (giving name and number) coming from the Local Financial Secretary under whose jurisdiction the member is working, and shall notify the Financial Secretary of the Local Union from which the member is transferred, of such transfer with all indebtedness, and direct such Local Secretary to fill out blank statement of indebtedness, and forward same to the Union to which the member is transferred. Local funds collected from delinquent members belong to the Local Union collecting same, and no moneys shall be transferred from one Local Union to another on account of arrears of members, except on account of Local Assessments or fines.

Withdrawals.

SECT. 98. All withdrawal cards shall be issued by the General Secretary-Treasurer to members with clear Due Books retiring from the trade, upon application of the member, endorsed by the Local Union, and stating nature of future occupation. No withdrawal card shall be issued unless the member is leaving the shoe trade. Such withdrawal card shall reinstate the member in lieu of initiation fee, if deposited with any Local Union and forwarded to the General Secretary-Treasurer whenever the member resumes work at the trade; provided, withdrawal cards obtained by false representations, or held by persons who have worked against the interests of the Union, or who have failed to deposit such withdrawal card with some Local Union, or with the General Secretary-Treasurer as a member-at-large while working at the trade, shall be null and void.

SECT. 99. Any member knowing that any person while holding a withdrawal card has violated the foregoing section shall furnish the General Secretary-Treasurer with proof of same, which shall be recorded against the person on the register at headquarters.

Suspended Members.

SECT. 100. Any member shown by the register at Headquarters to owe more than thirteen (13) weeks' dues or any assessment or fine for more than thirteen (13) weeks, such indebtedness shall automatically suspend the member from all benefits and privileges and no further indebtedness shall accumulate.

SECT. 101. Suspended members may be reinstated by payment of one dollar (\$1.00) reinstatement fee and reducing the amount of indebtedness specified in foregoing section, but shall not be eligible to sick or death benefit until they have been six months in good standing.

Expelled Members.

SECT. 102. No member shall be expelled from this Union except upon written charges, after a fair trial, proving to the satisfaction of the Local and General Unions the member guilty of treason to this Union or to the cause of labor. Such expulsion must be approved by the General Executive Board and such expelled member shall not be reinstated in any Local Union except the terms are approved by the General Executive Board.

Charges.

SECT. 103. All charges of whatever nature against any officer, member, Union or Council must be presented in writing to the body before which the charge is made, and no defendant shall be found guilty without having a copy of the charges preferred and opportunity for defense.

Appeals.

SECT. 104. Appeals against the decision of any officer, committee, Board, Union or Council shall be presented in writing to the next highest authority, and no appeal shall be considered unless the appellant conforms to the decision appealed from, pending decision on the appeal.

Conventions.

SECT. 105. A convention shall be called for the third Monday in June, provided a majority of all Local Unions have, in the preceding January, voted in favor of holding same. Special conventions may be called at any time on official vote and request of two-thirds of all Local Unions. Each convention shall be held in the town or city designated by the preceding convention. The basis of representation in conventions shall be one delegate for each Union, and one additional delegate for each two hundred members, or majority fraction thereof.

Referendum Amendments.

SECT. 106. Any Local Union may, by majority vote, propose an amendment to this constitution, which proposed amendment shall be published in the Journal, where arguments shall be published for and against for at least three issues after first publication of proposed amendment. If within ninety days from first publication of proposed amendment one-third of the whole number of Local Unions have indorsed same, the amendment shall be submitted by circular to vote of members at the next Local election night (March or September). Each Local Union shall vote by secret ballot "Yes" or "No" on the amendment as submitted and shall immediately make returns of votes cast for and against by members actually present and voting secretly. The General Secretary-Treasurer shall compile and publish the returns in the Journal, and it shall require a two-thirds vote of members voting to carry any amendment, and no amendment shall be considered if less than ten per cent. of the entire membership vote. Amendments so adopted shall take effect upon their passage, or as specified in the amendment.

SECT. 107. No part of this constitution shall be suspended at any time, nor can it be amended except at conventions or by referendum vote as provided in foregoing section.

RULES OF ORDER.

Entering Meetings.

To gain admittance to meeting when in session member will rap on door and present due book to Sentinel, when Sentinel will admit member if shown by due book to be in good standing.

Leaving Meetings.

To retire from a meeting before adjournment member must rise and address the chair, asking to be excused, when the chair will grant the request.

Decorum.

The President shall not permit any disorderly conduct at meetings and shall allow no member to speak except the member has risen, respectfully addressed the chair, and been recognized by the chair. Profane or indecent language shall not be permitted.

Suspension of Rules.

The regular order of business may be suspended at any time by majority vote, for the purpose of considering any matter of special

importance not in conflict with the constitution of the Boot and Shoe Workers' Union.

Order of Business in Local Union Meetings.

THE PRESIDENT: Gives one rap, and says: The meeting will please come to order. Persons not members of the Boot and Shoe Workers' Union in good standing will retire. The Sentinel will close the door.

SENTINEL: Mr. President, the door is closed.

PRESIDENT: The Conductor will examine the Due Books of all present and permit none to remain who are over 13 weeks in arrears.

Any member not having due book on person may be permitted to remain if Ledger of Financial Secretary shows member to be in good standing.

CONDUCTOR: Mr. President, all that are now present are in good standing.

PRESIDENT: The meeting is now open for business. The Recording Secretary will call the roll of officers.

Recording Secretary calls the name of every Local Officer; each officer present answering "here."

PRESIDENT: The Recording Secretary will record the names of officers absent at Roll Call.

PRESIDENT: The Recording Secretary will read the records of last meeting.

Recording Secretary rises and reads records.

PRESIDENT: Does any member discover any errors or omissions in the records as read?

Corrections are made by direction of President or by vote of Union.

In absence of errors, or after corrections are made, President declares records approved.

PRESIDENT: Are there any applications for membership?

At this point members may rise and name persons whose names appear on signed application blanks which they hold, on which initiation fee is paid in full, and after naming them will present the signed applications to the President.

PRESIDENT: The applications of (Giving names) for membership in the Boot and Shoe Workers' Union are referred to the Local Executive Board for investigation.

Hands applications to Recording Secretary for record, after which they are given to Chairman of Local Executive Board.

PRESIDENT: Are there any communications?

Corresponding Secretary reads communications, if any, action being taken upon each one separately and recorded by Recording Secretary.

PRESIDENT: Are there any bills against this Local Union?

Action is taken upon each bill separately and recorded by Recording Secretary.

PRESIDENT: The Financial Secretary will report receipts up to end of last week.

Financial Secretary reads written report covering all previously unreported receipts up to end of previous week, and hands report to President.

PRESIDENT: What action does the Union desire to take upon the report of the Financial Secretary? (Action is taken.)

PRESIDENT: The Recording Secretary will record the report of the Financial Secretary, with action taken thereon, and file the same for future reference.

Hands report to Recording Secretary.

PRESIDENT: The Treasurer will report the financial condition of the Local Union.

The Treasurer reads written report of Cash on hand last report \$ Received from Financial Secretary \$ Total receipts, \$ Expended since last report \$ Funds now in treasury \$ Hands report to President.

PRESIDENT: What shall be done with the report of the Treasurer? (Action is taken.)

PRESIDENT: The Recording Secretary will record the report of Treasurer, with action thereon, and file the same for future reference.

Hands report to Recording Secretary.

PRESIDENT: The Executive Board will report on applicants for membership.

Executive Board reports favorably or unfavorably upon each applicant, and President puts admission of each applicant to vote by hand ballot. If majority vote in favor, President declares applicant to be a member, whether present or not, and directs Financial Secretary to enroll applicant's name. If majority is against, President will instruct Corresponding Secretary to forward the blank and notify General Secretary Treasurer of reason for rejection.

Recording Secretary records. New members seated, if any in ante room.

PRESIDENT: The Executive Board will report on Grievances, Sick claims, or other matters referred to Board. (Board reports. Action is taken and recorded.)

PRESIDENT: Are any of our members out of employment? (Members report. Secretary records.)

PRESIDENT: Does any member know where work may be obtained? (Members report. Secretary records.)

PRESIDENT: Is any member unable to work because of sickness? (Members report, if any. Referred to Board. Secretary records.)

PRESIDENT: Does any member know of any fraudulent sick claim? (Members report, if any, when President directs the Local Executive Board to investigate, and if satisfied of fraud, to notify General Secretary-Treasurer, and prefer charges against dishonest member.) (Secretary records.)

PRESIDENT: Are any of our members in destitute circumstances? (Members report, if any. Secretary records.)

PRESIDENT: What action will the Union take to relieve our members in need? (Action taken and recorded.)

PRESIDENT: The Label Committee will report work done since last meeting (Committee reports. Secretary records.)

PRESIDENT: Has any member information of value to the Label Committee? (Members report. Secretary records.)

If Label Committee make no report, President censures them and informing them that the Label is our most valuable, economic weapon, directs them to show some work done for Labels at next meeting.

PRESIDENT: Is any member known to wear shoes without Union Stamp or to purchase same for family? (Members report, if any, when President directs Executive Board to investigate and report at next meeting. (Secretary records.)

PRESIDENT: Members should ever keep in mind their pledge to use their purchasing power and influence in behalf of Union Stamped Boot- and Shoes and all other Union Label products. If we would build up our own Union, we must: refuse to purchase the product of non-union and prison labor in any trade, thus placing ourselves

in a position where we have a right to demand similar support from other Unions.

PRESIDENT: Are there any committees to report? (Committees report, if any. Action taken on each report and recorded.)

PRESIDENT: Is there any unfinished business from last meeting? (Recording Secretary answers from the records, if any. Action is taken and recorded.)

PRESIDENT: Is there any new business to come before this meeting? (New business is introduced, if any. Action taken and recorded.)

Election of officers, if any vacancies, or at end of term.

Installation of Officers.

Officers may be installed by the retiring President or any member may be called upon to act as installing officer.

INSTALLING OFFICER: Officers elect will stand in front of chair. (Officers elect come forward.)

INSTALLING OFFICER: (Gives 3 raps.) Members will rise.

INSTALLING OFFICER: You will each repeat after me, using your name where I use mine:— I (giving name) do hereby solemnly promise that I will perform the duties pertaining to my office faithfully and to the best of my ability.

INSTALLING OFFICER: Members, have you heard the pledge of your officers elect? (Members in chorus) We have. One rap. Members seated.)

INSTALLING OFFICER: Officers, upon you is now placed a great responsibility. You have in your keeping the hopes, the aspirations, and the honor of your fellow workers. There can be no greater honor than to be a trusted leader in the sacred cause of organized labor. Guard well the interests entrusted to your care. Perform your duty fearlessly and honestly, and turn your office over to your successor with a proud record of faithful service.

The officers will now assume their respective positions. (Installing Officer surrenders the Gavel to the new President.)

Closing the Meeting.

A motion to adjourn having been passed, the President gives three raps. Union rises.

PRESIDENT: Fellow members:—Having performed our duty on this occasion to the best of our ability, as we go forth in our daily lives let us ever keep in view the welfare of our Union.

Let our members be ever truly fraternal in their relations with each other, striving to help one another in adversity.

Let us each and all endeavor to advance the interests of our Union Stamp before our next meeting, and let us try and induce the unorganized to join us, that we may the speedier ameliorate their condition and ours. Our Union represents the sum total of all the energy expended in its behalf by all its members.

Therefore, let each member contribute a full share of personal work in behalf of our common cause.

I now declare this meeting adjourned until , unless a special meeting is called, when each factory will receive notice.

The chair referred the foregoing amendment to the Committee on Constitution.

Delegate Baine introduced Amendment No. 2 as follows:—

Amendment No. 2.

“Emergency Amendment, adopted by Local, No. 133.

To amend Article XXIII.

SECT. 1. The Initiation Fee of this Union shall be not less than \$2.00, \$1.00 of which shall be forwarded to the General Secretary-Treasurer, 50c of which to be placed in a fund known as the Defence Fund for Strikes and Lockouts, the remaining 50c to be placed in a fund known as the Label Fund.

SECT. 2. The dues in this Union shall be not less than one per cent. of wages earned per week, payable weekly, and shall be due on Saturday of each week in all branches of this Union.

Signed,

E. O. KUEH, Pres.

M. GEISINGER, Sec'y.”

Referred to Committee on Constitution.

Delegat: Reynick moved to adjourn that committees might have opportunity to work.

Amended by Nelson to adjourn until 2:00 P.M. Motion carried as amended.

Adjourned until 2:00 P. M.

First Day—Afternoon Session.

Called to order at 2 P. M.

Roll Call. All delegates present.

Moved by Martindale to admit to Convention all members of Boot and Shoe Workers' Union having clear cards. Carried.

Moved by Lavery to give J. D. Dullea, Ex. Sec. In't. Boot and Shoe Workers' Union, privilege of hall. Carried.

Committee on Rules submitted the following:—

We, your Committee on Rules, beg leave to submit for your consideration the following rules to govern this Convention:—

RULE 1. The Convention shall be called to order at 9 A.M., adjourn at 12 M. to re-assemble at 2 P.M., and to continue in session until 5 o'clock P.M.

RULE 2. Every delegate, when rising to speak, shall respectfully address the Chair, and when recognized by the Chair, shall give name of delegate and number of union; and while speaking shall confine himself to the question.

RULE 3. Should two or more members rise to speak at the same time, the Chair shall decide who is entitled to the floor.

RULE 4. No delegate shall interrupt another in his remarks, unless it be to call him to order.

RULE 5. If a delegate, while speaking, be called to order, he shall, at the request of the

Chair, take his seat until the question of order is determined, when, if permitted, he may proceed again.

RULE 6. A delegate shall not speak more than once on the same subject or question until all who wish to speak have had an opportunity to do so, nor more than twice without permission from the house, nor any longer than ten minutes at one time without permission.

RULE 7. A question shall not be subject to debate until it has been seconded and stated from the Chair, and all main questions and resolutions shall be presented in writing.

RULE 8. When a question is before the house, no motion shall be in order except to adjourn, to refer, for the previous question, to postpone indefinitely, to postpone for a certain time, to divide or amend, which motions shall severally have precedence in order herein named.

RULE 9. A motion to lay on the table shall be put without debate.

RULE 10. A motion for a consideration cannot be received unless made by a delegate who voted in the majority, and shall require a majority vote.

RULE 11. Any delegate who may not be present to answer his name at roll-call shall be marked absent by the Secretary; but in the event of being unavoidably absent shall have the privilege of reporting to the Secretary.

RULE 12. The previous question can only be put when called for by five delegates, and the roll-call by yea and nay vote by at least fifteen delegates.

RULE 13. All questions, not herein provided for, shall be decided according to Cushing's Manual.

RULE 14. That before a resolution is received by the Chair it must be made out in duplicate and sent to the committee, and shall bear the signature of the delegate introducing it, with the title of his Union.

RULE 15. No motion or resolution shall be finally passed without opportunity to speak is afforded the person making or introducing the same.

RULE 16. That no resolution be received after Wednesday's session without unanimous consent.

Respectfully Submitted,

G. MARTINDALE,
JOHN H. MURRAY,
GEO. J. BROWN.

Delegate Byrne moved Report be adopted as read.

Kelly objected to Rule 6 and moved to amend by striking out the word "twice" and inserting "three times."

Leonard favored the retention of the word "twice."

Upon amendment being put it was carried.

Original motion as amended carried.

Report of Committee on Rules adopted as amended.

Committee on Reports of Officers report progress. Report accepted.

Delegate Lovely for the Committee on Constitution stated that committee would report as soon as possible on the most important phases of the new plan as submitted, and suggested that Secretary Eaton be relieved so that he might enlighten the committee upon some of methods outlined.

Voted to excuse Secretary as per committee's request.

The Committee on Constitution also asked for a ruling by the Chair whether under Article XIII, Section 41 of the Constitution, the new plan could be considered.

The Chair ruled as follows:—

"The Chair is asked to make a ruling upon Section 4, of Article XIII, of the Constitution, which reads as follows:— 'Each Local Union shall appoint a committee on revision of the Constitution whose duty it shall be to send all amendments, additions or alterations, desired by the Local Unions to the General Secretary on or before the first of March. The same to be by him placed in circular form and re-issued to each Local Union at least 30 days previous to the Convention for their consideration and instruction to their delegates. No other amendments, additions or alterations shall be considered at the convention of the General Union, except in case of emergency on questions where the law is silent which may arise in the intervening time.'

"The words, 'no other,' in the section read (4) implies and means, that no other amendments, except those upon which delegates have been instructed, shall be considered, but unions having failed to avail themselves of the amendment privileges in Section 4, and the unions having sent delegates to this convention, it is presumed that amendments and alterations are desired by the unions.

"The chair rules: 'That all amendments proposed at this convention are emergency questions, both by the letter and the spirit of the constitution, and by the plain intent of the Local Unions, and such amendments may be adopted by majority vote.'

Delegate Mulligan appealed from decision of the Chair upon the ground that proposed Amendments, or rather New Constitution had not been submitted to Locals as per constitution.

Delegate Murray was called to the chair, and the appeal was debated by delegate Mulligan

and the General President, and upon vote the Chair was sustained with three dissenting votes.

President resumed the chair.

Delegate Murray moved Report of Committee on Constitution be received as progressive. Carried.

Moved to adjourn on 9 A. M. Tuesday.

Martindale extended an invitation to Delegates to be present at meeting of Unions 15 and 46 Tuesday evening, also to trolley ride around Rochester on Thursday, stating cars had been donated by Rochester Railroad Co.

President Tobin, in behalf of delegates, accepted invitation and appointed Martindale, Brown and Leonard a committee to escort delegates to headquarters Tuesday evening. Adjourned.

Second Day—Tuesday, June 20.

Morning Session.

Called to order at 9 A. M.

Absent at Roll Call: Murray, Nelson.

Surridge appointed Sentinel.

Surridge and Grenier took up pass-word.

Barrons moved to omit reading of records Carried.

Committee on Officers' Reports report favorably on reports of all officers. Report accepted on motion of Reynick.

Houle for Committee on Grievances stated that no grievances had been brought before his committee. He wished to call attention of all delegates to the fact that if there were any grievances, then was the proper time and place to present and consider same.

Lovely, for Committee on Constitution, reported that committee would report as soon as secretary of the committee came in.

Norling, for Committee on Organization, stated committee was waiting any business that might be referred to it.

Laverty, for Committee on Resolutions, stated that committee was not yet organized, because of absent members.

Lovely stated Committee on Constitution were ready to report through the Secretary of the Committee. The committee had agreed on practically everything in the proposed amendment except two sections, and recommended that the Convention take up the proposed constitution in the order reported by the committee.

Laverty moved to receive the report as progressive and adopt recommendation of committee as to the order in which the various sections of the amendment should be considered. Carried.

Baine, secretary of the Committee on Constitution read Section 52, Amendment No. 1, raising dues to 25 cents weekly.

Chair stated question to be an adoption of Section 52.

Martindale favored. Could not be harder to collect 25 cts than it was now to collect 10 cts, nor could there be less members.

Benefits would attract; would abolish Per Capita tax system which is open to all kinds of fraud.

Byrne favored. Said in Marlboro strike many organizations refused to contribute because shoe makers made no effort to protect themselves.

They would help us if we showed any disposition to help ourselves.

Mulligan opposed, saying attempt was wrong and was being railroaded through. Hoped Section 52 would not be adopted, as it would, in his opinion, injure Brockton unions and others. Was instructed against it.

Barrons opposed. His union knew nothing of proposed plan. Was surprised that some unions had known of this plan while others had not. Favored higher Per Capita tax. Something must be done, but this would ruin. Was instructed against it.

McMorrow favored. Unionism in shoe trade was generally flat.

A few localities could feel a local pride, but as at present constituted none could feel a pride in the National Union. Legislation should be on national lines not on narrow Local lines. Way to build was through the Union Stamp, backed up by high dues and benefits. Unjust to say it was being railroaded through when committee had invited all to appear before committee, and none had appeared in opposition.

Noonan opposed. Plenty of beneficial organizations now. His union had made arrangements to start a Local sick benefit. Was instructed against high dues.

Eaton favored. Could not understand how unions knowing nothing of any proposed amendment could intelligently instruct their delegates against such amendment. By what right had any Local Union assumed that the General Officers would propose any amendment detrimental to the interests of the Union and its members? What offense had the General Officers committed that their efforts to improve the condition of the craft should be treated with such suspicion? Charge of railroadng was unjust, as General Officers had repeatedly urged all Locals to send delegates; had warned them that business of greatest importance would be

considered. Could not present plan to all Locals because it was only perfected Wednesday previous to Convention. Had only asked that delegates come uninstructed that all measures might be considered strictly on their merits.

Grenier favored. High dues only way to succeed. Some say we do not need fraternal features. He had seen members sell furniture to pay assessments in fraternal orders. Would they do that to pay dues in trade unions? Per Capita tax should be abolished. If high dues had been in vogue, we should have been prepared for Marlboro strike, and, being prepared, the manufacturers would not have attacked the Unions; would not have reduced wages 30 per cent., and he and nine others would not be security for \$5,000.00 of debts.

Brown, 43, disclaimed any distrust of General Officers in Detroit, but said his constituents were not prepared for high dues and moved to amend to refer whole matter to referendum vote of membership.

Amendment seconded by Mulligan.

O'Connor favored amendment. Came uninstructed.

McMorrow opposed amendment. Delegates had travelled many miles. Should do something. Should not shirk responsibility.

Martindale favored referendum, but members had refrained from exercising initiative, and it being necessary that something positive should be done he would oppose the amendment.

Mulligan had said wages had been reduced under Union Stamp. No union can guarantee that wages will not be reduced. Noonan had said that we had no use for beneficial features, yet said his union had started sick benefit.

Barrons had said it now took one collector in ten members to collect 10 cts weekly. How could it be more difficult to collect 25 cts weekly? If this Union is to live, it must do business here.

Lovely opposed amendment, and favored adoption of Section 52. He was instructed in favor of dues up to \$1.00 per month, and should vote for 25 cts per week, as he believed a radical measure necessary to save the organization.

Norling opposed amendment to refer. Usually favored referendum, but his union often failed of quorum of 15 members. Came uninstructed. Organizations in Brockton district had been saved by Douglas taking Union Stamp. Would vote for high dues.

Monk opposed high dues.

Collins believed high dues at present time would injure her Local Union. Was instructed against high dues.

White was instructed in favor of high dues.

Reynick favored high dues. Would support the Section raising dues to 25 cts weekly. Was surprised delegates were instructed against high dues. His Union was forced to borrow money to seat delegates. Read Eight-Hour agreement of Painters and Decorators of Rochester as examples of what could be done by unions bound together by high dues and benefits.

Tobin opposed amendment to refer and favored high dues.

Initiative went with referendum, and Locals taking so little interest as not to exercise the initiative should not exercise referendum.

To refer without means of proper explanation means to defeat. Had always advocated strong organization as means to check competition but never proposed organization as a means of guaranteeing that no reduction of wages could occur. Some predicted disaster. He could see no cause for fear from the results of high dues. There would be grumbling and there was now.

Time extended.

Emphasized importance of mail work on Label lines. Had often been called upon to give advice of "Stand firm," "Be true to your Union," etc., to strikers with empty stomachs. Would not do it again. Black flag had been held out. Was said that those who believed in low dues would leave the Union if high dues were adopted.

It was quite probable that high due advocates would leave Union if low dues were continued.

Must adopt high dues and benefits, as success is possible on no other lines.

Eaton said matter had been well discussed and though he had desired to speak further he would suggest take a vote.

Barrons wished to hear from Secretary, and asked Convention to give Secretary unlimited time at 2 o'clock.

Eaton objected. Said President and others had completely covered ground and he could only re-affirm what had already been said.

Previous question called.

Amendment to refer to referendum vote lost.

Roll Call demanded on Section 52. Before result was announced Winsor claimed he had not had opportunity to debate. By unanimous consent Winsor was given floor, and after he had spoken delegates were given opportunity to change votes.

Result of Roll Call:

AYES:—Brown, 46, Byrne, Baine, Chatterton, Donovan, Eaton, Grenier, Houle, Kelley, Lavery, Leonard, Lovely, McMorrow, Martindale, Messier, Murray, Nelson, Norling.

O'Connor, Reynick, Surridge, Tobin, White, Orcutt.—Total, 24.

NOES:—Barrons, Blaisdell, Brown, 43, Collins, Monk, Mulligan. Noonan, Steghagen, Winsor.—Total, 9.

Nelson wished to be recorded as instructed against sick benefit but would favor high dues.

Section 52 declared adopted.

Mulligan wished to be recorded against such action.

Eaton congratulated the Convention upon the action just taken, and predicted that future generations of shoe workers would revere the memory of this Convention.

Adjourned until 2 P. M.

Second Day—Tuesday, June 20. Afternoon Session.

Called to order at 2 P. M., all delegates being present.

Surridge and Martindale took up pass word.

Houle, for Committee on Appeals and Grievances, stated committee would meet in Room 76 after adjournment, and requested any having appeals or grievances to bring same before the committee.

Roll Call on Section 52 verified without change in result.

Consideration of New Constitution, as reported by Committee on Constitution, resumed.

Section 51: Question on adoption. Murray moved to amend to read not less than one dollar.

Discussion on amendment: Opposed by Byrne, Martindale, Norling, Grenier, Orcutt, Barrons, Baine, Surridge, McMorrow. Favored by Murray, Laverty, Reynick, Kelley.

Amendment lost 12—15.

Section 51 adopted.

Section 57 considered.

Kelley moved to amend by striking out one-third and inserting 40 per cent.

Discussion on amendment: Favored by Kelly, Mulligan. Opposed by Eaton, McMorrow, Martindale.

Amendment lost 7—21.

Section 57 adopted.

Section 58 considered question raised by Murray: What is a fine?

Eaton moved to insert "National" before "fines" and strike out "except Local fines for non-attendance at meeting." Carried.

Section 58 adopted as amended.

Moved to amend Section 57 to correspond with Section 58. Carried.

Pass to Section 62.

Section 62 adopted.

Section 63 adopted.

Section 64 adopted.

Section 65 adopted.

Section 66 adopted.

Section 67 adopted.

Section 68 adopted.

Section 69 adopted.

Section 70 adopted.

Secretary of Committee here referred back to Preamble of proposed Constitution.

Section 1, Preamble, adopted.

Section 2 adopted.

Section 3 adopted.

Section 4 adopted.

Section 5 considered.

Murray asked if General Officers were to be members of General Executive Board with vote. Chair answered yes.

Opposed by Mulligan and Murray.

Favored by Tobin, Kelley and Reynick.

Section 5 adopted.

Secretary left hall, Martindale acting as Secretary for balance of session.

Section 6 adopted.

Section 7 amended by committee to read \$25.00 per week. Considered.

Favored by McMorrow.

Opposed by Byrne, Murray, Houle, Reynick, Kelley and others.

Amendment offered to strike out \$25.00 and insert \$20.00. Carried.

Section 7 adopted as amended.

Adjourned.

Third Day—Wednesday, June 21. Morning Session.

Called to order at 9 A. M.

Absent from Roll Call: Laverty, Brown, 46, Martindale, Surridge, McMorrow, Noonan.

Murray took up pass word.

Norling moved to dispense with reading of records. Carried.

Secretary Baine continued report of Committee on Constitution.

Section 8 adopted.

Committee recommended Sections 9 to 22 be laid on table until rest of Constitution is adopted.

Recommendation adopted.

Section 23 adopted.

Section 24 adopted.

Section 25 adopted to go into effect Jan. 1, 1900.

Section 26—Kelly moved to table until committee could give further consideration.

Section 27 adopted.

Section 28 adopted.

Section 29 adopted.

Section 30 adopted.

Section 31 adopted.

Section 32 amended by inserting after "Documents" on tenth line "furnish General Secretary-Treasurer with all union price lists and conditions under the jurisdiction of the Local." Adopted as amended.

Section 33 amended by adding "in his possession" and adopted.

Section 34 adopted.

Section 35 adopted.

Section 36 considered.

Surridge asked suspension of rules, as Martindale and self had been out with striking shop crew and wished to be recorded as present at Roll Call. Request granted.

The President suggested that a group picture be taken of the Convention.

Byrne moved Chair appoint committee of three to arrange for time and place of taking group photograph of Convention. Carried.

Chair appointed Martindale, Surridge and Reynick as committee.

Murray moved Secretary be instructed to extend fraternal greetings to Brass Workers' Convention at Newark, accompanied by a proper acknowledgment of assistance rendered us by them. Carried.

Consideration of Section 36 resumed.

Question raised whether it would prevent Local Financial Secretary from serving as Secretary of Local Executive Board.

Chair ruled it would not.

Section 36 adopted.

Section 37 considered.

Norling moved to insert "or printed" after "written." Carried.

Byrne moved to add "quarterly" at end of section. Carried.

Section 37 adopted as amended.

Section 38 adopted.

Section 39 amended by committee by adding: "The General Secretary-Treasurer shall have power to charge any union that wastes supplies, or orders same in excessive quantities, a price to cover cost of same."

Adopted as amended.

Section 40 adopted.

Section 41 adopted.

Section 42 adopted.

Section 43 amended by committee by inserting after "Union" on tenth line "after the Local Union has been changed to this Constitution by order of the General Executive Board"

Adopted as amended.

Section 44 adopted.

Section 45 adopted.

Section 46 adopted.

Section 47 adopted.

Section 48 adopted.

Section 49 adopted.

Section 50 adopted.

Section 53 amended by committee to strike out "other payments" and insert "assessments." Adopted as amended.

Section 54 adopted.

Section 55 amended by committee to read "on or before Saturday of each week."

Murray asked if this section would prevent business agents from performing duties of Financial Secretary.

Chair ruled it would not.

Section 55 adopted as amended.

Section 56 adopted.

Section 59 adopted.

Section 60 adopted.

Section 61 adopted.

Passed to Section 71.

Section 71 adopted.

Section 72 adopted.

Section 73 adopted.

Section 74 adopted.

Section 75 adopted.

Section 76 adopted.

Section 77 adopted.

Section 78 considered.

Martindale asked if this section would prevent Local Union from receiving financial assistance if, under extreme provocation, a strike was evident, without consent of General Executive Board.

Chair ruled it would.

Favored by Eaton, Byrne, Kelley, Lavery.

Opposed by Murray, Leonard, Nelson.

Section 78 adopted.

Murray recorded in negative.

Section 79 adopted.

Section 80 amended by committee by adding: "No strike shall be ordered in violation of any contract between any union and any employer."

No strike shall be ordered in any Union Stamp factory without concerted action of all unions involved and approval of General Executive Board.

The General Executive Board is directed to promptly declare off any strike ordered contrary to these provisions."

Barrons moved to amend by inserting after Board, at end of second last sentence, "No strike shall be ordered without secret ballot of members as expression of opinion."

Barron's amendment adopted.

Section 80 amended as adopted.

Byrne introduced resolution as follows:—

AMENDMENT NO. 3.

HONORARY MEMBERS.

SECT.—The General Executive Board may confer honorary membership on such persons

as are prohibited from active membership by his constitution.

Such honorary membership shall be subject to such rules and regulations, and shall receive such privileges as may be determined by the General Executive Board.

Referred to Committee on Constitution.

Adjourned.

Third Day—Wednesday, June 21.

Afternoon Session.

All present at Roll Call.

Kelley moved it be sense of this Convention that secret ballot on strike be left optional with Local Unions. Lost 13-15.

Consideration of New Constitution resumed.

Section 81 adopted.

Section 82 adopted.

Section 83 considered.

Amended by striking out "authorized by this constitution" and adopted.

Section 84 adopted.

Section 85 considered.

Amended by striking out all after "boycott" in last paragraph and adopted as amended.

Section 86 considered.

Amended by striking out "such unscrupulousness must be met in kind and." also "as they have no legal force." Adopted as amended.

Laverty recorded in negative.

Section 87 adopted.

Section 88 adopted.

Section 89 adopted.

Section 90 considered.

Reynick, Byrne and Grenier favored equal distribution.

Eaton moved to strike out "deduct the dues of all members in good standing who are on strike from" and insert "disburse," strike out "and then carefully disburse the remainder" and insert "equally," strike out "according to the needs of" and insert "deducting dues from the share of."

Amendment adopted.

Section 90 adopted as amended.

Section 91 considered.

Norling amended to strike out "which is solely to relieve the wants of members in good standing who are engaged in regularly sanctioned strikes or lockouts."

Norling amendment lost.

Section 91 adopted.

Section 92 adopted.

Section 93 adopted.

Section 94 adopted.

Section 95 adopted.

Section 96 considered

Reynick announced that President Shurman, of the Rochester Trades Assembly was in the ante room and moved to suspend the rules and invite President Shurman to address the Convention. Carried.

President Shurman briefly addressed the Convention, regretting his inability to be present at the meeting, Tuesday evening, at 17 Mumford street.

He welcomed the delegates to Rochester and expressed satisfaction at the great progress being made in unifying the interests of the workers.

President Tobin thanked the speaker and expressed the good wishes of the Convention for the continued prosperity of the Trade Unions of Rochester.

Consideration of Section 96 resumed.

Question by Nelson: whether members be allowed to buy shoes from factory in which they work?

Chair ruled they should not, unless factory used Union Stamp.

Section 96 adopted.

Section 97 adopted.

Section 98 considered.

Mulligan moved to amend by striking out: "No withdrawal card shall be issued unless the member is leaving the shoe trade."

Amendment lost.

Section 98 adopted.

Section 99 adopted.

Section 100 adopted.

Section 101. Committee insert "continuously" in last line.

Adopted as amended by Committee.

Section 102 adopted.

Section 103 amended by Committee by inserting "upon written application" after "having" in fifth line.

Adopted as amended by Committee.

Section 104 adopted.

Action on 105 deferred until method of electing officers is determined.

Section 106 adopted.

Section 107 considered.

Kelley moved to table until rest of Constitution had been decided. Carried.

Rules of Order adopted as printed in proposed Constitution, with following changes by Committee:

Strike out "will" and insert "may" in "leaving meetings."

In opening meeting strike out: Sentinel: Mr. President the door is closed," read "Is any member known to purchase shoes without Union Stamp, or other commodity without a Union Label?" instead of "Is any member known to

wear shoes without Union Stamp or to purchase same for family?"

Strike out "ameliorate" and insert "improve" in closing ceremony.

Secretary desired to know whether the Convention wished the Due Book, Constitution and Order of Business printed in one book.

Unanimously voted to print all in one book.

Secretary introduced following to be printed on inside of first cover:—

Caution to Members.

The beneficial features of this Constitution are intended to apply only to bona fide claims.

Each member is hereby warned that if the member knowingly permits any fraudulent claim to be paid, without entering protest and charges against the guilty party, the member's own interest is being sacrificed for the benefit of the selfish greed of the cheat.

Not only is the Label and Organizing Fund, and the Strike Assistance Fund, impaired by such frauds, but what is of more consequence, to the extent that such frauds are permitted, to that extent is the entire organization diverted from its mission of benefit to all, and it becomes a means of selfish gain to an unworthy few at the expense of the many.

It is not desired to deprive any member of just claims.

It is not desired to pay a single fraudulent claim.

Therefore, let each and every member assume the very proper duty of seeing that equal and exact justice is given to all, unimpaired by considerations of sentiment or favoritism.

Adopted and ordered printed by unanimous vote.

Section 9 considered.

Kelley moved to amend that General Officers, General Executive Board and General Auditors be elected in Conventions, to be held once in two years on third Monday in June.

Amendment favored by Kelley, Murray, Grenier.

Opposed by Eaton, McMorrow.

Hour of adjournment being near, Byrne moved to continue in session until six o'clock; lost.

President Tobin introduced J. D. Dullea, representing the Tobacco Workers' Label.

Mr. Dullea addressed the Convention, advising more attention to Label work and less to strikes.

Congratulated the Convention upon having adopted high dues.

Advised consistency in all matters pertaining to Union Labels. We should not only be loyal to our own Label but should qualify ourselves for the support of other trades by generously giving our support to other labels of other trades.

At the conclusion of Mr. Dullea's address Murray introduced the following:—

Resolution No. 4.

WHEREAS:—During the strike at Marlboro, Mass., many persons, firms and organizations made liberal donations to the support of the strikers, and none more liberally than the Buchanan & Lyall (Union Label) Tobacco Co.

RESOLVED:—That the thanks of this Convention are hereby tendered to all those who in any way contributed to the relief of our members and especially to the Buchanan & Lyall Co.

Referred to Committee on Resolutions.

Adjourned.

Fourth Day—Thursday, June 22.

Morning Session.

Called to order at 9:00 A. M.

Absent from Roll Call: Lavery.

Byrne appointed Sentinel.

Chatterton and Noonan took up pass word.

Byrne moved pass over reading of records. Carried.

Consideration of Section 9 resumed, question being on amendment offered by Kelley.

Amendment favored by Byrne, Murray, Kelley.

Opposed by Barrons, Norling, McMorrow.

Roll Call was demanded on Kelley Amendment, which resulted as follows:—

AYES:—Byrne, Chatterton, Donovan, Grenier, Houle, Kelley, Lavery, Messier, Murray, Noonan, White. Total—11.

NOES:—Barrons, Blaisdell, Brown 43, Brown 46, Baine, Collins, Eaton, Leonard, Lovely, McMorrow, Martindale, Monk, Mulligan, Nelson, Norling, C'Connor, Reynick, Steghagen, Surridge, Tobin, Orcutt, Winsor. Total—22.

Kelley amendment lost 11-22.

Section 9 adopted.

Passed to Section 105.

Committee amended by inserting "and" at the fourth line and adding "but no convention shall be held prior to June, 1901," after "unions" in sixth line.

Mulligan moved to amend by striking out "two-thirds" and inserting "one-third." Carried.

Lavery moved to strike out addition by committee. Lost.

Section 105 adopted as reported by committee and amended on motion of Mulligan.

Chair called for report of Committee on Group Photograph.

The committee reported, and after considerable discussion it was voted to sit for one picture at \$5.00, expense to be borne by Union delegates desiring copies to pay for same at \$1.50 each.

It was decided by vote to sit for photograph at 11 o'clock Friday.

Consideration of Constitution resumed.

Kelley moved to take Section 26 from table. Carried.

The committee amended the section so that any Local Union may send committee to examine the books at any time.

Kelley moved to reconsider Section 9. Carried.

Tobin moved to insert Election of General Auditors in Section 9. Carried.

Murray moved to amend the report of committee to provide that Locals send expert accountants. All motions withdrawn.

Eaton moved to strike out first paragraph of Section 26 and insert: "Three General Auditors shall be elected in the same manner and at the same time as the General Officers." Carried.

Eaton moved to amend last paragraph of Section 26 by adding: "The General Auditors shall meet and perform their duties at any other time when called upon by the General Executive Board." Carried.

Kelley moved to amend by adding:—Any Local Union may send an expert accountant to examine the books of General Secretary-Treasurer at their own expense, provided that no union shall send an expert oftener than every six months.

McMorrow suggested special audit should be had when one-third Local Unions were suspicious that all was not right at Headquarters.

Kelley amendment lost 8 to 20.

Section 26 adopted as amended.

It was announced that the trolley ride tendered by the Rochester delegates would take place in the afternoon and the special car would be at the hotel at 2:00 o'clock.

Chair announced that the Convention would assemble at 2:00 P. M. in accordance with the rules.

Adjourned.

Fourth Day—Thursday, June 22. Afternoon Session.

Called to order at 2: P. M.

Martindale stated several delegates had expressed desire to remain in session.

Wished to say that Rochester delegates would not feel offended if convention should so decide.

Surridge appointed Sentinel.

White and Leonard took up pass-word.

Murray moved to take trolley ride.

Byrne moved amendment to go for two hours and go into session on return. Lost 8 to 19.

Motion by Murray carried 18 to 8.

Mulligan moved to suspend the rules and adjourn to 8:00 A. M. Friday. Carried.
Adjourned.

Fifth Day — Friday, June 23. Morning Session.

Called to order at 8:00 A. M.

Absent at Roll Call:—Barrons, Brown 43, Collins, Kelley, Laverty, Leonard, Lovely, Nelson, O'Connor, Reynick, Steghagen.

Murray and McMorrow took up pass word.

Eaton offered following:—

Resolution No. 5.

RESOLVED:—That we view with satisfaction the contract signed between this Organization and the R. B. Grover Co., makers of the Emerson Shoe, by which contract said firm is to employ none but members of this organization after August 1, 1899, and will use our Union Stamp from that date, and we recommend the products of this firm, when bearing the Union Stamp, to all consumers as we do the products of all other firms using the Union Stamp.

Adopted.

Eaton offered following:—

Resolution No. 6.

RESOLVED:—That we view with satisfaction the contract signed between this organization and the J. W. Terhune Shoe Co., by which contract said firm is to employ none but members of this organization after July 1, 1899, and will use our Union Stamp from that date, and we recommend the product of this firm, when bearing the Union Stamp, as we do the product of all other firms using the Union Stamp.

Adopted.

Byrne introduced

Resolution No. 7.

WHEREAS:—As the stitchers of our craft are a very important factor in the production of shoes, therefore, in order to build up the stitching department, the General Secretary-Treasurer is hereby instructed to send a special circular to all our unions urging our members to do everything in their power to bring all stitchers into the Boot and Shoe Workers' Union.

Adopted.

Mulligan introduced

Resolution No. 8.

WHEREAS:—The unions of Marlboro, Mass., have been fighting (for the principle that they have a right to organize and act collectively) for several months against the power of unlimited capital, and have become heavily involved, and owe their friends a large sum of money; therefore, we request all our unions to give or loan such sums as they can afford, to the end that our Marlboro unions may be able to get on a working basis at once. The General Secretary-Treasurer is hereby instructed to notify unions at once of this action.

Adopted.

President Tobin suggested the Committee on Labels and Boycotts should draft resolutions

defining our position towards the manufacturers of Marlboro, Mass., who have boycotted organized labor.

The Secretary reported having sent the following dispatch as per instruction:—

Rochester, N. Y., June 21, 1899.

Brass Workers' and Metal Polishers' Convention, Newark, N. J.:

'The Shoe Workers' Convention appreciates assistance rendered by your organization and extends fraternal greeting and best wishes.

We have adopted high dues and benefits and will be heard from in the future.

Remember the "UNION STAMP."

HORACE M. EATON, Gen'l. Sec.-Treas.

Report accepted.

The following reply was received:—

Horace M. Eaton,

New Osburn House, Rochester, N. Y.

Polishers' Convention wishes God speed to Shoe Workers.

Will at all times demand Union Label.

John J. Kinney, Sec.-Treas.

Consideration of Constitution resumed.

Section 10 adopted.

Section 11 adopted.

Section 12 adopted.

Section 13 adopted.

Section 14 amended on motion of Eaton by adding "for General Auditors members shall vote for three." Adopted as amended.

Section 15 adopted.

Section 16 amended on motion of Eaton to provide against one copy of return sheet being sent to General Secretary-Treasurer.

Section 16 adopted as amended.

" 17 adopted.

" 18 adopted.

" 19 adopted.

" 20 adopted.

" 21 adopted.

" 22 adopted.

Section 107 taken from the table.

Section 107 amended by Committee by adding "no amendment shall be considered prior to April 1, 1901.

Adopted as amended.

The Committee reported the following as a substitute for the Honorary Membership provision introduced by Byrne.

Section 103. The General Executive Board is empowered to issue certificates of honorary membership to persons whose past services in and present sympathy with the cause of organized labor, in the judgment of the General Executive Board entitle them to such certificate.

Such honorary members shall be exempt from dues and benefits, but shall not attend business meetings of Local Unions except during suspension of rules, unless bearing organizers credential which may also be issued by the General Executive Board."

Remember Section 105 of Amendment No. 1 and all succeeding Sections.

Eaton moved to adopt substitute offered by Committee. Carried.

Committee on Constitution reported adversely on amendments proposed by 133, Chicago, and 23, Baltimore as covered by other legislation. Report adopted.

Norling for Committee on Organization reported that the following recommendations had been drawn up by the Committee on Constitution and referred to Committee on Organization.

Committee on Organization had endorsed same and the recommendations came before Convention endorsed by both committees.

ROCHESTER, JUNE 21, 1899.

Constitution Committee presents the following resolutions:—

1. The General Executive Board is hereby instructed to fix date when each Local Union shall accept the new system.

The General Executive Board shall use their discretion in fixing the date for each Union or locality, but under no circumstances shall the General Executive Board permit any Local to continue the old system after January 1st 1900; and after January 1st 1900 no person shall be considered a member whose signed application is not on file at headquarters.

2. Taxes of all delinquent Unions are hereby remitted to May 31, 1899.

3. All Unions pay tax from May 31, 1899 until ordered to come under the new system.

4. Members of Unions not paying tax shall be received as new members on payment of regular initiation fee under the new system.

5. Unions paying tax between May 31, 1899, and January 1, 1900, shall not hold more than one dollar indebtedness against any member of present account, and members of square Unions shall be received and admitted under the new system without initiation fee, provided their signed application is forwarded to the General Secretary-Treasurer within thirty days after the time set by the General Executive Board for the Local to transfer its members to the new system; all others to pay regular initiation fees, and dues of all members of square unions coming in without fees shall begin on the date fixed by the Board for the union to transfer to the system.

6. No draft shall be made from the strike fund for any strike authorized prior to Oct. 1, 1900.

7. Sections 9 to 23 of Constitution adopted to go into effect in 1901. Declare all offices vacant and elect full board of officers to serve until election plan goes into effect in 1901.

Approved by Committee on Organization:

C. A. NORLING, Chairman.

W. J. WHITE, Secretary.

Decided by unanimous consent to consider recommendations seriatim.

1st Recommendation considered.

Murray moved to amend to fix limit of time at Aug. 1, 1899.

Norling said committee recognized desirability of establishing new system as speedily as

possible but realized that preparations were not made and conditions varied in different localities. hence the necessity of giving the General Executive Board discretionary power within the limit of Jan. 1, 1899.

Report of Committee favored by Eaton, Donovan, Byrne, Martindale.

Amendment by Murray lost.

Recommendation of Committee adopted.

2nd Recommendation adopted.

3rd Recommendation adopted.

4th Recommendation adopted.

5th Recommendation considered. Opposed by Messier and Mulligan. Favored by Eaton, Grenier, Byrne.

5th Recommendation adopted.

Blaisdell and Messier recorded in negative.

6th Recommendation adopted.

7th Recommendation adopted.

Eaton moved to adopt recommendations of committee as a whole. Carried.

The Secretary reported that the President and himself had undertaken to borrow small sums from each National Union, affiliated with A. F. of L., to assist in paying debts of Marlboro Unions and desired to know whether Convention approved such course.

The President explained the matter in detail.

Nelson moved to indorse the action of General Officers in endeavoring to borrow money to assist Marlboro Unions. Carried.

The President reported condition in which he found due books of members in factory of J. W. Ross, So. Braintree, Mass., and stated he had caused firm to collect dues and hold same upon his order until the Convention had decided upon same. It appeared to him that such members could be attached to the membership at large under the new system.

Eaton moved to indorse the action of General President in the J. W. Ross matter and that the whole matter be referred to the incoming General Executive Board. Carried.

Byrne asked for decision as to whether members at large have representation in Convention.

Chair ruled that all members at large constitute one Local Union and may be represented in Convention same as any other Local Union.

Lavery, for Committee on Resolutions, reported favorably on Resolution No. 3 on B. & L. Tobacco Co.

Report of Committee adopted.

Mulligan, for Committee on Labels and Boycotts, reported Committee recommended tin drinking cup, with Union Stamp on bottom as standard advertising device, to be furnished to Locals on demand.

Favored by Byrne, O'Connor.

Eaton favored reference to Board.

Kelley moved to refer to incoming Executive Board, with favorable recommendation of this Convention. Carried.

Committee on Labels and Boycotts recommended following change in new Constitution:

That the General Executive Board shall make agreement governing the use of Union Stamp, subject to the approval of the Local Union, or Unions, or Joint Council having jurisdiction of factory making application for use of same. (To take place of Sec. 24 of present Constitution.)

Norling called to chair.

President Tobin stated no stamp had been issued to any firm without first submitting the contract to Local Union or Council for approval.

Mulligan stated Brockton Council had never voted to approve contract with Douglas.

President Tobin said many delegates to Brockton Council meeting, of Oct. 25, 1898, distinctly remembered reading of typewritten contract, and motion being passed requesting General Officers to sign same.

Mulligan stated the records did not show such to be the case.

President Tobin stated Council had since ordered correction made, acknowledging it was intent of Council last October.

Kelley thought matter was already covered by legislation.

Eaton moved, as a substitute to amend Sect. 24 by striking out "without the consent of" and inserting "unless the contract is approved by" on sixth line, and, striking out "without the consent of" and inserting "by" on eighth line.

Tobin raised point of order that substitute was not in order, as Constitution had been adopted as a whole.

Chair decided point not well taken as there was no record of such motion having been passed.

Martindale appealed from decision of chair.

President Tobin resumed the chair and put the question on sustaining the decision of the chair.

The decision of the chair was sustained.

Substitute offered by Eaton was adopted.

Byrne moved to adopt new Constitution as a whole.

Kelley objected, saying the President desired to offer an amendment.

Byrne withdrew his motion.

Norling called to chair.

The President moved to amend Sections 5 and 7 to read \$22.50 in both sections instead of \$25.00 and \$20.00 respectively. Carried.

Explanatory remarks by the Secretary, followed by the President.

Byrne moved to adopt Constitution as a whole.

Kelley said he could not vote for new Constitution as a whole because there were a few things in it with which he disagreed.

The Secretary supposed trades unionists were expected to abide by the will of the majority when once a question had been decided.

This was a novel proposition.

The delegates had been lined up in all sorts of formations on different questions during the Convention.

If all who disagreed with the new Constitution in any particular should combine in opposition to it as a whole, the delegates could all go home with absolutely nothing accomplished.

Mulligan and other delegates called for yea and nay votes on adoption of new Constitution as a whole.

Question was on striking out the whole of the old Constitution and inserting the following :

Preamble.

SECT. 1. We live in an age of competition which compels concentration. Capital has long realized, that competition eliminates profits as surely as it reduces wages, and invariably organizes itself into trusts, for the further exploitation of the workers, by reducing wages, throwing labor out of employment, and controlling the selling price of the necessities of life.

Experience having demonstrated that the isolated wage-worker is powerless when confronted with these gigantic combinations of capital, we therefore declare, that individual liberty can best find expression through organized effort.

To insure permanence, stability, and ultimate success, we must recognize and fearlessly meet the source or cause of the evils we intend to rectify.

For the protracted periods of idleness on the one hand, and the prolonged hours of labor on the other, for low wages or no wages, for conditions and methods of work that are essentially destructive of morality, of health, of happiness and life, we are clearly indebted to the competitive wage system.

We therefore declare for the ultimate abolition of the competitive wage system, and the substitution thereof of the collective ownership by the people of all means of production, distribution, transportation, communication and exchange.

Organization being necessary as the first step towards the amelioration and final emancipation of labor, and realizing the necessity of weapons both offensive and defensive, socially, economically and politically, we call upon all shoe workers to unite with us for the following immediate purposes :

To thoroughly organize our craft; to regulate wages and conditions of employment; to establish uniform wages for the same class of work regardless of sex; to control apprentices; to reduce the hours of labor; to abolish con-

vict and contract labor; to abolish child labor, prohibiting the employment of children under the age of sixteen; to promote the use of our "Union Stamp" as the sole and only guarantee of "Union Made" footwear; to support the Union Labels of all other bona fide trade unions, and to assist them in every other way to the full extent of our power.

Name.

SECT. 2. This organization shall be known as the **BOOT AND SHOE WORKERS' UNION**. It shall be composed of Male and female boot and shoe workers organized in Local Unions, or as Members at Large, and shall not be dissolved while three Local Unions dissent.

Government.

SECT. 3. The government of all Local Unions and members shall be vested in this General Union as the supreme head, to which all matters of general importance shall be referred, and whose decision shall be final.

The administrative powers of this General Union, when not in convention, shall be vested in the General Officers, subject to control of joint action of the General Executive Board.

The Headquarters of this General Union shall be located in such town or city as may be decided by convention, or by a referendum vote of the membership.

All official documents emanating from Headquarters shall bear the General Seal, affixed, printed, or embossed thereon. Said Seal shall be in the custody of the General Secretary-Treasurer.

General Officers—Duties.

SECT. 4. The General Officers of this General Union shall be a General President, a General Vice-President, and a General Secretary-Treasurer.

These officers shall at all times be subject to the control and instruction of joint action of the General Executive Board.

General President.

SECT. 5. The General President shall be the chief executive officer of this Union.

He shall enforce the laws, decide all constitutional questions subject to an appeal to the General Executive Board, appoint all organizers, countersign all orders, be *ex officio* member of all committees and boards—local and general, revoke charters of refractory or inactive locals with the consent of the General Executive Board, appoint all committees not otherwise provided for, nominate candidates for all vacant offices, preside over conventions, be chairman of General Executive Board, appoint deputies to act for him with full power whenever impossible for him to be present in person, be the custodian and manager of the "Union Stamp," report in detail to the General Executive Board, make annual report at end of fiscal year (May 31), and shall perform such other duties as this constitution may prescribe.

He shall be paid twenty-two dollars and fifty cents (\$22.50) per week and all legitimate expenses.

General Vice-President.

SECT. 6. The General Vice-President shall perform all duties of General President in case of death, resignation, or removal from office of the General President. He shall when called upon by the General President perform such duties as may be assigned to him.

General Secretary-Treasurer.

SECT. 7. The General Secretary-Treasurer shall keep all records of conventions and of the General Executive Board; receive, receipt and account for all moneys, pay all authorized bills, conduct all correspondence, keep the Register of Membership, issue all Due Books, issue all transfers and withdrawals, pay all lawful benefits, edit and manage the Journal, be *ex. officio* member of all committees and boards—local and General; furnish all supplies, issue all credentials, report monthly in Journal, make annual report at end of fiscal year (May 31st), deposit all moneys as directed by the General Executive Board, give bond for five thousand (\$5000.00) dollars satisfactory to the General Executive Board, submit all accounts to auditors, have discretionary power in providing suitable blanks and methods in administration of all laws pertaining to membership and revenue, hire such clerical assistance as he may deem necessary, perform such other duties as this constitution or the General Executive Board may assign, and be responsible to the General Executive Board for efficiency of his office administration.

He shall be paid twenty-two dollars and fifty cents (\$22.50) per week and legitimate expenses.

General Executive Board.

SECT. 8. The General Executive Board shall consist of the General President, General Vice-President, General Secretary-Treasurer and seven members elected at large—not more than two of said seven to be from the same state.

Vacancies shall be filled by nomination by the General President, approved by the member's local and confirmed by the General Executive Board. Said board shall, jointly, require satisfactory bonds in the sum of five thousand dollars from the General Secretary-Treasurer at the expense of the Union, see that all moneys in excess of five thousand dollars be so deposited as to require consent of a majority of said Board to draw same, hold all property as Trustees, have power to require of any officer full detailed statements of the business of the office, have power by majority vote to remove any officer for unfaithfulness or incompetency, hire suitable Headquarters as directed by Union, decide appeals from decision of General President, decide all questions of usage wherein the Constitution is silent, issue and revoke charters, levy assessments when they deem it necessary, perform such other duties as this Constitution may provide, and at all times consider the welfare of the organization superior to persons and places in arriving at decisions.

Election of General Officers, General Executive Board and General Auditors.

SECT. 9. The General Officers, General Executive Board and General Auditors

of the Boot and Shoe Workers' Union shall be elected annually by popular vote. It shall require a majority of all votes cast for the candidates for any particular office to elect. Any member in good standing shall be eligible as a candidate for any office in this Union.

SECT. 10. Each Local Union shall nominate by secret ballot at the first meeting in July one candidate for each office to be filled, and the Local Corresponding Secretary shall within forty-eight hours notify each nominee and also notify the General Secretary-Treasurer of the full list of nominees of the local union.

SECT. 11. Members receiving notice of nomination shall, within ten days after the close of nominations, notify the General Secretary-Treasurer whether they accept such nomination, and which nomination they accept if nominated for more than one office, and no member shall be a candidate for more than one office at the same election. Members who fail to so notify the General Secretary-Treasurer shall be disqualified and their names shall not appear on the official ballot.

SECT. 12. At 12 M. precisely on the tenth day of August the General Secretary-Treasurer shall close the nominations, and any nominations received after that time shall not be considered.

The five candidates for each position who receive nominations of the greatest number of Local Unions shall be the nominees eligible for election.

The General Secretary-Treasurer shall, within thirty days after the close of nominations, furnish a list of nominees to each Local Union, reporting eligibles from ineligible.

SECT. 13. Within thirty days after close of nominations the General Secretary-Treasurer shall forward to each Local Union sufficient ballots, with name and Union number of all candidates, precedence upon the ballot being given to the candidates having the greatest number of nominations. Members shall make a cross (X) opposite the names of their choice.

SECT. 14. Balloting in the Local Unions for officers of the General Union shall take place on the first meeting night in October between the hours of 5 P.M. and 10 P.M. Members shall vote for one candidate for General President, General Vice President and General Secretary-Treasurer.

For members of the General Executive Board, members of Local Unions shall vote for seven—not more than two of whom shall be from the same state. For General Auditors, members shall vote for three.

SECT. 15. The Local Union shall elect three local inspectors of election to receive, sort, count and report the votes. Said inspectors shall, within forty-eight hours after the close of the polls, place the votes cast, the voting list, together with the record of the result, signed in their own hand, in one envelope or box securely sealed and forward the same to the care of the General Secretary-Treasurer for the General Inspectors of Election.

The chairman of Local Inspectors failing to forward votes as provided, or any one aiding or abetting the non-forwarding of ballots, or any person signing false returns, or casting or returning fraudulent votes, shall be fined, suspended or expelled, as the General Executive Board may direct.

SECT. 16. The General Secretary-Treasurer shall furnish each Local Union with two election return blanks, one of which shall be retained by the Local Union, and one returned to the General Inspectors of Election, each of which blanks shall be filled out in exact duplicate of each other and shall contain a truthful report of the election in that Local Union. The Chairman of the Local Inspectors shall be in charge of these blanks, and return the same at the time of forwarding votes, etc.

SECT. 17. All members in good standing shall be entitled to vote for the officers of the General Union, but must before voting show their Due Books to the Local Inspectors, who shall check the same on a list, which list must be furnished by the Financial Secretary of the Local Union and forwarded to Headquarters with the ballots.

SECT. 18. When election returns are received by the General Secretary-Treasurer, he shall carefully preserve the same intact and hand them over to the General Inspectors of Election. Failure to do so shall subject him to impeachment and removal from office.

SECT. 19. During September the General Executive Board shall select three Local Unions, each of which Unions shall elect by written ballot one member in good standing who is not a candidate for any national office, to serve as General Inspectors of Election. Each Union so selected shall notify the General Secretary-Treasurer of the name and address of the member elected and shall give the member a certificate of election to be presented at headquarters.

SECT. 20. The General Inspectors of Election shall meet at headquarters of the General Union at 10 o'clock A. M., October 25, and in the presence of each other declare the polls closed, open the envelopes or boxes containing the votes, etc., ascertain and verify the result of the election, and they shall at once prepare a report of the same to be submitted to the Local Unions by the General Secretary-Treasurer. They shall place all votes, etc., together with a copy of their report, in a box, which shall be closed and sealed by them and kept at headquarters subject to the order of the General Union.

The report of the General Inspectors of Election shall be forwarded to the Local Unions within ten days after the result is announced.

SECT. 21. Should the voting result in no election for any office on account of no candidate having received a majority of all votes cast, then the General Secretary-Treasurer shall issue a second ballot, dropping all names except the two highest for each office to be filled, and so continue until one receives a majority.

The Local Unions shall ballot under the same rules as in the first election and forward the ballots to the General Secretary-Treasurer, to reach him not later than thirty days after the date of the report of the first election, when the General Inspectors of Election shall again assemble and proceed as in the first election.

SECT. 22. All officers shall be installed by mail and take office on the first of the month succeeding the completion of the election.

In case the election results in changing any financial officer, the General Executive Board shall summon the General Auditors, who shall audit the accounts.

Union Stamp.

SECT. 23. The trade stamp or label of this Union shall be as follows:



This "Union Stamp" shall be impressed upon the sole or insole of boots and shoes that are made wholly by members of this Union.

SECT. 24. The General Executive Board shall have discretionary power in making rules governing the use of the "Union Stamp," but shall publish such rules regularly in the Journal and shall not issue the "Union Stamp" to any firm unless contract is approved by the Local Union in a town or city where only one Local Union exists, or by the Joint Council in a town or city where more than one Local Union exists.

Journal.

SECT. 25. This Union shall publish a monthly Journal to be known as the "UNION BOOT AND SHOE WORKER." Said Journal shall be published the fifteenth day of each month and shall contain a report of the receipts and expenditures of the preceding month. It shall be used to make official announcements, to agitate for Union Labels and in every way to promote the interests of this Union and the Trade Union Movement. The subscription price of said Journal shall be fifty cents per year, but members in good standing shall be subscribers without charge, providing they inform headquarters of their address. The expense of publishing said Journal shall be paid by receipts from subscriptions, advertising and from General Funds. Said Journal shall be edited and managed by the General Secretary-Treasurer, subject to the control of the General Executive Board.

(In effect Jan. 1, 1900.)

General Auditors.

SECT. 26. Three General Auditors shall be elected in the same manner, and at same time, as General Officers. The General Auditors so chosen shall meet at Headquarters within ten days after the close of the fiscal year (May 31st.) and audit all accounts of all officers and employes of the General Union and report their findings in the Journal. The General Auditors shall assemble and perform their duties at any other time when called upon by the General Executive Board.

Organizers.

SECT. 27. The General President shall appoint all organizers, but no organizer shall be given steady employment except by vote of the General Executive Board. The General Executive Board, by majority vote, may revoke the commission of any organizer at their discretion. All organizers shall be subject to the direction of the General President and shall work promulgating the principles of the Boot and Shoe Workers' Union by means of personal interviews

with boot and shoe workers, distributing literature, promoting the sale of Union Label goods, addressing meetings, organizing new Locals and installing the officers. They shall perform such other duties as this constitution may prescribe, as the General President or General Executive Board may direct.

Local Union Officers.

SECT. 28. The officers of each Local Union shall be a President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Sentinel, Conductor, three Trustees, an Executive Board of not less than five, Auditing Committee of three and Label Committee of three. They shall be elected by written or printed ballot for a term of six months at the last regular meeting in March and September of each year, except the Trustees. Each officer shall be installed and hold office until successor is elected and installed. The officers elected in March shall serve for six months, beginning April first, and those elected in September shall serve six months beginning October first. This section shall not prevent any Local from electing a paid agent for a longer term.

SECT. 29. The President shall preside at all meetings of the Local, conduct the business of the Union strictly according to the order of business, require all officers and committees to report regularly, enforce the laws, sign all bills and orders, and perform such other duties as the Local may direct which are not inconsistent with this constitution.

SECT. 30. The Vice President shall, in the absence of the President, perform all the duties required of the President.

SECT. 31. The Recording Secretary shall keep a correct record of all the proceedings of the meetings of the Local.

SECT. 32. The Financial Secretary shall receive and receipt for all revenues, promptly forward all General Funds to the General Secretary-Treasurer, turn over all Local Funds to the Local Treasurer, report receipts of each week at Local meeting, keep a correct account between the Local and each member thereof, report standing of each member at intervals of three months, conduct all correspondence and file all letters and documents, furnish General Secretary-Treasurer with all Union price lists and conditions under the jurisdiction of the Local Union, perform such other duties as this constitution requires or the Local Union may direct, and turn over all papers, books, accounts and property of the Union to successor.

SECT. 33. The Treasurer shall receive all Local Funds from the Financial Secretary, pay all bills approved by the Local and signed by the President, keep a correct account of the same, report to the Local Union at each meeting, and turn over to successor all books, papers, funds and other property of the Local in his possession.

SECT. 34. The Conductor and Sentinel shall perform such duties as usually pertain to such offices.

SECT. 35. The Trustees shall be elected by written ballot, one for a term of eighteen months, one for twelve months, one for six months, and thereafter one to be elected at the last

regular meetings in March and September as their terms expire. The Trustees shall take charge of all property of the Local, receive from the Treasurer and deposit all funds not required for the necessary expenses of the Local, report their doings to the Local at the end of each quarter, and turn over to their successors all books, papers, funds and other property in their possession.

SECT. 36. The Local Executive Board shall organize by choosing a Chairman, Vice-Chairman and Secretary. It shall be the duty of such board to receive all Due and Assessment Stamps from the General Secretary-Treasurer and keep a strict account of same with the Financial Secretary, holding Financial Secretary responsible for every stamp at face value, reporting condition of the stamp account to the General Secretary-Treasurer as he may require, call a special meeting of the Local when necessary, declare vacant the seat of any member of the Board absent from three consecutive meetings, summons shop crews or members, appoint shop collectors, investigate and report upon all applicants for membership, consider all grievances and endeavor to settle same, carefully supervise all officers and business interests of the Local Union, adjust wages and conditions of employment, see that all laws are enforced, perform such other duties as this constitution may require, and set aside personal feelings and interests and at all times endeavor to serve the best interests of the members and the Union as a whole. In all Mixed Unions the Executive Board shall be so chosen as to represent as nearly as possible all parts of the craft represented by the Union.

Auditing Committee.

SECT. 37. There shall be elected by written or printed ballot at the last regular meeting in March and September, an Auditing Committee of three, to serve six months, whose duty it shall be to audit the accounts of the Treasurer, Trustees, Financial Secretary, and Local Executive Board. They shall also audit the Due and Assessment Stamp account kept between the Financial Secretary and the Local Executive Board and shall report their findings in writing to the Local Union quarterly.

Label Committee.

SECT. 38. The duties of the Label Committee shall be to promote the sale of boots and shoes bearing the Union Stamp, by using all available influence upon dealers in boots and shoes, securing the co-operation of other organizations and the use of all other methods by which the interests of this organization may be advanced through the Union Stamp.

It shall be the duty of the Label Committee while promoting the interests of the Union Stamp to further the interests of the Labels of all other recognized organizations.

Printed Supplies.

SECT. 39. The General Secretary-Treasurer shall deliver, prepaid, to each Local Union, all necessary printed supplies free of charge. Any member losing Due Book shall be charged 25 cents for a new one, said sum to be forwarded to the General Secretary-Treasurer before a new

Due Book is issued. The General Secretary-Treasurer shall have power to charge any Local Union that wastes supplies, or orders same in excessive quantities, a price to cover cost of same.

Charters.

SECT. 40. The General President and General Secretary-Treasurer, acting for the General Executive Board, shall issue charters without fee, to any seven or more bona fide shoe workers that have been regularly organized by any organizer authorized by the General President; provided, that shoe workers may have choice between organizing as Mixed Unions, or in separate branches, and only one charter shall be issued for one branch of the craft in the same city or town. Each Local Union shall be known by the name it selects and the number assigned to it by the General Secretary-Treasurer, and no Local Union shall dissolve itself or withdraw from this Union while seven members dissent.

All money and property of any Local Union whose charter is revoked or surrendered is the property of and must be returned to the General Union upon demand of the General President.

Local Meetings

SECT. 41. Local Unions may fix the time and place of holding meetings, but no suspended member shall be allowed to be present at any meeting of any Local Union.

The sole pass-port to Local Union and Council meetings shall be a Due Book showing the member to be in good standing. Any member in good standing may attend the meeting of any Local Union, but any Local Union having important business to transact, may, on motion, go into executive session and request all who are not members of that Local Union to retire.

Local By-Laws

SECT. 42. Each Local Union shall have the right to adopt by-laws governing matters of local usage, provided such by-laws do not conflict with this constitution.

Membership.

SECT. 43. Any male or female boot or shoe worker over sixteen years of age and actively employed at the craft, shall be eligible to membership. All members must hold membership in the Local Union having jurisdiction over the factory in which they work, upon demand of said Local Union. All applications for membership must be made on blanks furnished by the General Secretary-Treasurer and no person shall be considered a member of this Union after the Local Union has been changed to this constitution by order of the General Executive Board, unless such signed application is on file and registered at Headquarters. Such applications shall be investigated by the Local Executive Board, who shall report to Local Union and Local Union shall vote by hand ballot on the admission of applicant—a majority vote to decide—and if receiving a majority vote, the applicants name shall be at once enrolled, and if rejected, such signed application blank shall be returned to the General Secretary-Treasurer with statement of reasons for such rejection.

SECT. 44. An applicant rejected by any Local Union shall have the right to appeal to the General Executive Board, who may if they deem the applicant rejected for insufficient cause, accept the applicant as a member at large.

Any person securing membership by making false statements in the signed application for membership shall be fined, wholly or partially reduced from benefits, or expelled, as the General Executive Board may direct, acting upon the complaint of any member.

Members-at-Large.

SECT. 45. Members in good standing of Local Unions that lapse, disband, or whose charter is for any cause revoked, and also members retiring from work at the craft, shall have the right to retain their membership and standing by being attached direct to Headquarters as Members-at-Large.

SECT. 46. Shoe workers actively employed at the craft in any locality where no Local Union exists, may become Members-at-Large by vote of the General Executive Board, but must constitute themselves a Local Union when so directed by the General Executive Board.

SECT. 47. Members-at-Large shall pay direct to Headquarters the same dues and assessments and have the same benefits as if members of a Local Union, shall have representation in elections and in conventions same as a Local Union, but shall keep Headquarters informed of their address at all times. The officers of the General Union shall be the officers of the members-at-large and shall perform for them the same duties as officers of Local Unions. The Members-at-Large shall in every other respect be considered as a Local Union and subject to the same laws governing membership and revenue.

Duties of Members.

SECT. 48. It shall be the duty of each member to regularly attend the meetings of the Local to which said member belongs, participate in and become familiar with the business of the Local and General Union, report opportunities for employment at the meetings, report cases of sickness and destitution, report in writing any knowledge of fraudulent benefit claims, consult and be governed by the Local Executive Board in all matters of wages and conditions of labor, be governed by the will of the majority constitutionally expressed, regard interest in the organization as superior to all other considerations, promptly pay all dues and assessments, insist upon being furnished with Label goods by dealers with whom they trade, endeavor to induce all non-union persons to identify themselves with organized labor, conform to all the provisions of this constitution, obey all officers of the Local and General Union, exercise great care in selecting all officers of the Local and General Union and refrain from unduly criticizing or abusing them while in the discharge of their official duties.

SECT. 49. Any member defaming this Union or circulating reflections upon the union record of any officer or member shall be required, upon complaint of any member, to prove statements and failing to prove them shall be disciplined, fined or expelled. Any member accepting employment on any job declared to be on strike.

unfair, shall be fined or expelled as the Local Union and General Executive Board may direct.

Register.

SECT. 50. A Register shall be kept at Headquarters showing the name, number and standing of every member of this Union. Numbers shall be assigned consecutively in the order in which members are reported to Headquarters.

Members shown by the register as not owing more than 13 weeks' dues, or any assessment or fine for more than 13 weeks, shall be considered in good standing. No member shall receive any sick or death benefit unless shown by the register to have been continuously in good standing for the preceding six months.

Initiation Fee.

SECT. 51. The initiation fee in all Local Unions shall be the uniform sum of one dollar (\$1.00) except in cases of persons with bad union record, in which case Local Unions may fix the initiation fee. The Initiation Fee must be paid before any application for membership can be considered, and the applicant must be acted upon by the Local Union before being reported to Headquarters.

Weekly Dues.

SECT. 52. The dues in this Union shall be the uniform sum of twenty-five (25) cents per week per member, payable weekly, and shall be due on Saturday of each week. Dues of new members are due and payable on the first Saturday following the acceptance of their application.

It shall forever be unconstitutional to seek to reduce the amount of dues as provided in this section.

Method of Collecting Revenue.

SECT. 53. The weekly dues and all assessments of members shall be paid to the Local Financial Secretary, who shall receipt for all such payments by giving stamps equal to the amount paid, which stamps must be properly affixed to the members Due Book and no other system of receipting for dues and assessments shall be recognized.

SECT. 54. The General Secretary-Treasurer shall issue Due and National Assessment stamps to the Chairman of the Local Executive Board of each Local Union. Local Executive Boards shall furnish these stamps to their Financial Secretary, holding the Financial Secretary responsible for the face value of all stamps so furnished and shall report the condition of their stamp account to the Local Union Auditors and to the General Secretary-Treasurer as often as required.

SECT. 55. Local Unions, through their Executive Boards, shall appoint Shop Collectors to collect revenue for the members, shop collectors to turn the amount collected each week over to the Financial Secretary on or before Saturday of each week.

SECT. 56. The Local Financial Secretary shall enter these payments by name, number and amount, on the Duplicating Cash Book furnished by the General Secretary - Treasurer to each Financial Secretary.

Local Funds.

SECT. 57. The revenue of the Local Unions shall be one third of all receipts from Initiation fees, Dues and National Fines, and the entire receipts from Local assessments and Local fines.

General Funds

SECT. 58. The revenue of the General Union shall be two-thirds of all receipts from Initiation Fees, Dues and National Fines and all the receipts from such National assessments as may be levied.

Forwarding General Funds.

SECT. 59. Having entered all receipts on the Duplicating Cash Book, the Local Financial Secretary shall, on Monday of each week, forward to the General Secretary - Treasurer by money order or check, prepaid, all General Funds collected the previous week, together with carbon duplicate cash sheet detached from the Duplicating Cash Book—which shall be a carbon copy of all payments made during the previous week—taking the receipt of the General Secretary-Treasurer for same, turn the Local Funds over to the Local Treasurer, taking receipt for same and attach both receipts to the Duplicating Cash Book in place of the detached carbon copy.

SECT. 60. In no case shall General Funds be paid into Local Treasury, or retained by the Local Financial Secretary or any other officer or member, said General Funds being at all times recognized as the property of the General Union. Each Local Union and all its members shall be held responsible for safe transmission of all money from the members to Headquarters, where the standing of each member shall be determined by the register.

SECT. 61. Should the Local Financial Secretary fail to report for two weeks, the General Secretary-Treasurer shall notify the Chairman of the Local Executive Board and also the Local President, that the benefits of the members are endangered because of dues being withheld.

Division of General Funds.

SECT. 62. One third of all monies received by the General Secretary - Treasurer from Local Unions and members at large shall be set aside as a Sick and Death Benefit Fund until said fund amounts to one dollar (\$1.00) for each member entitled to benefit and thereafter said fund shall be maintained at that figure (\$1.00). This fund shall not be drawn upon for any purpose except for the payments of Sick and Death Benefits as hereinafter provided.

SECT. 63. When the Sick and Death Benefit Fund has reached one dollar (1.00) per beneficiary member, the General Secretary-Treasurer shall, on the first of each month, transfer from the General Funds received during the past month, to the Sick and Death Benefit Fund, an amount sufficient to reimburse said fund for all benefits paid during the past month and maintain the said fund at one dollar (1.00) per beneficiary member as shown by the Register.

SECT. 64. The Sick and Death Benefit Fund having been established and maintained, the remaining General Funds shall each month be

divided equally between the Strike Fund to be used for the sole purpose of assisting good standing members involved in regularly sanctioned strikes, and the General Expense Fund to be used for expense of Headquarters, the Journal, Organizing, Label agitation, and such other expenses as are authorized by this constitution or by the General Executive Board.

Sick Benefit.

SECT. 65. A sick benefit of three dollars (\$3.00) per week shall be paid to any member who has been six months continuously in good standing and who is, by reason of sickness or disability, unable to work, provided, that no benefit shall be paid for the first seven reported days of illness or disability, that such illness or disability was not caused by intemperance, debauchery, or other immoral conduct, that not more than thirteen (13) weeks' sick benefit be paid to any member during one fiscal year (June first to May thirty-first), that members afflicted with any chronic disease or over 60 years of age at time of initiation shall be eligible to half benefit only, that such illness shall not have resulted from military service or while absent from the United States or Canada, that female members shall not be entitled to benefit three weeks before and five weeks after confinement, that applications for sick benefit shall be made to the General Secretary-Treasurer upon blanks furnished to the Local Unions by the General Secretary-Treasurer properly filled out with all required information and indorsements.

SECT. 66. All sick claims shall date from the seventh (7) day after they are reported to the Local Executive Board, who shall cause the same to be investigated by not less than three Union members of good repute not related to the sick member, each acting independently of the others and reporting individually to the Local Executive Board, who shall indorse or disapprove of the claim as circumstances warrant.

SECT. 67. Sick claims of members at large shall be reported to the General Secretary-Treasurer and shall bear such indorsements as the General Executive Board may direct.

SECT. 68. Any officer or member convicted upon charges of conspiracy to defraud the Union shall be fined or expelled as the General Executive Board may direct. All arrears for dues, etc., shall be deducted from any benefit or assistance given under this constitution.

Death Benefit.

SECT. 69. Upon proof of death of any member who has been six months continuously in good standing, a benefit of fifty dollars (\$50.00) shall be paid. Should the member have been two years continuously in good standing, one hundred dollars (\$100.00) benefit shall be paid. Members afflicted with chronic diseases or over 60 years of age at time of initiation shall be eligible to half benefit only. All death claims shall be reported to the Local Executive Board upon blanks furnished by the General Secretary-Treasurer and shall give all required information. Members shall designate the person to whom the benefit shall be paid upon their demise, and failing to so designate, the benefit shall be paid as the Local Union may direct.

Local Relief for Out-of-Work Members

SECT. 70. It is recommended that each Local Union raise funds by Local assessments or otherwise, to be applied to payment of dues of out-of-work members and to provide such other relief as the Local Union may find feasible, to the end that from the experience so gained a National plan for relief of unemployed members may be developed.

Joint Councils.

SECT. 71. In any town or city where there are two or more Local Unions they shall, upon the call of any of said Unions, hold a delegate conference for the purpose of drafting a set of rules to govern the Joint Council. Said rules to fix the basis of representation so that all parts of the craft represented by the Unions forming the Council shall have representation, fix the methods of raising funds, etc., and the conference shall submit the rules to the General Executive Board for their approval. When approval is received each Local Union shall elect delegates to the Joint Council according to the rules. The Joint Council shall then meet, organize and discharge its duties.

Local Unions and delegates constituting Joint Councils under the provision of this section must be members of the Boot and Shoe Workers' Union.

SECT. 72. It shall be the duty of the Joint Council to consider any difficulties that may arise between the Local Unions forming a part of said Council and any employer, to try and effect a settlement, and, if not possible to make a settlement, to report the case to the General President according to the laws governing strikes.

SECT. 73. The Joint Council shall, by committee work and otherwise, do all in its power to promote the sale of Union Stamp boots and shoes and also Union Label products of other recognized organizations.

SECT. 74. The Joint Council shall make every possible effort to increase the effectiveness of shop crew organizations in its locality; to introduce into all factories in its jurisdiction a working card and permit system, and at all times strive to promote the interests of the Boot and Shoe Workers' Union.

SECT. 75. Joint Councils may make uniform rules governing members, shop collectors, the payment of dues and fines, attendance at meetings and such other subjects as in their judgment will tend to strengthen the organization.

SECT. 76. Local Unions in adjoining towns or cities, or Local Unions of same branch of the trade in various sections, may form district Joint Councils. Any Joint Council may employ a paid agent.

Strikes.

SECT. 77. Chief among the immediate objects of this Union is the accomplishment of a more thorough organization of our craft, assisted by promoting the sale of Union Stamp shoes, and bound together and solidified by ties of fraternity and class interest. We recognize strikes as dangerous and costly and believe they should not be inaugurated except as a weapon of last resort after every resource and expedient has been exhausted in an attempt to adjust disputes without strikes.

SECT. 78. To the end that strikes may be less frequent and more effective, this Union will render financial support only to such strikes as have received the sanction of the General Executive Board or its authorized Strike Committee before being ordered. This section shall not be construed to deprive any Local Union of the right to strike whenever they feel their interests can only be served by such course, provided, that any Local Union ordering such strike does so entirely upon its own resources and risk and has no claim upon the General Union for financial aid, or upon other branches for financial or sympathetic strike support, and further provided, that no member of this Union be permitted to accept employment in the department where such strike exists.

SECT. 79. Should any Local Union desire the financial assistance of the General Union in any impending controversy which threatens a strike or lockout, said Local shall, in the first stage of the dispute, consult the General President and be guided by his advice. Should the negotiations not produce satisfactory results, a strike may be ordered with financial assistance, if approved by the authorized Strike Committee of the General Executive Board.

SECT. 80. Should there be a Joint Council in the locality, the Local Union, if desiring financial and sympathetic strike assistance, shall present their grievance to the Council at the same time they inform the General President and the approval and support of the Council shall be necessary before a strike may be sanctioned by the Strike Committee with financial aid; provided, that the Local Union, if dissatisfied with any adverse decision of Joint Council or the Strike Committee, may take an appeal to the full General Executive Board, and said Board, if satisfied the decision of the Joint Council or Strike Committee was unwarranted, shall have power to order a general strike with financial aid in support of the Union having the grievance; and further provided, that if the Local Union be not sustained by the Council, by the Strike Committee or by the full General Executive Board, the Local Union may still exercise its right to strike upon its own responsibility and risk without claim for financial or sympathetic strike support.

No strike shall be ordered in violation of any contract between any Local Union and any employer. No strike shall be ordered in any "Union Stamp" factory without concerted action of all Local Unions involved and approval of the General Executive Board. No strike shall be ordered without secret ballot of members as expressions of opinion. The General Executive Board is directed to promptly declare off any strike ordered contrary to the provisions of this paragraph.

SECT. 81. The General Union recognizes the Local Executive Board as having the initial Local authority in each Local Union on all matters concerning strikes and lockouts and all grievances of whatever nature must be referred to and approved by them before action of any kind is taken; but the General Executive Board shall have power to declare a strike, with financial aid, in any factory at any time.

SECT. 82. This Union will not recognize strikes by organized or unorganized shoe workers

not members of this Union; and difficulties caused by unauthorized acts of members or shop crews without the advice and consent of the Local Executive Board are especially condemned and shall not be recognized or tolerated.

SECT. 83. The General Executive Board shall, after investigation, exercise the right to declare off any strike or lockout at any time when they believe the interests of the Union will be best served thereby. Action to be taken upon petition of not less than 10 members in good standing.

SECT. 84. The General Executive Board may withdraw financial assistance from any strike at the expiration of thirteen weeks from date of strike.

Lockouts.

SECT. 85. This Union shall not recognize any cessation of work, under any circumstances or provocation, as a lockout with financial aid, unless the Strike Committee has approved same, in which case financial assistance will be rendered.

No Local Union shall, under any circumstances, be permitted to declare a boycott.

SECT. 86. A reduction of wages shall not constitute a lockout. An "iron clad" notice shall not constitute a lockout. Should any employer be unscrupulous enough to require employees to sign individual contracts, under threat of lockout, members are directed to sign them and report the same immediately to their Local Executive Board. The Local Executive Board shall report to the General Executive Board, as in strikes.

Victimization.

SECT. 87. Should any member be victimized or blacklisted for work done in any official capacity, or upon the order of the Union, the General Executive Board shall have power to grant such member temporary assistance from the Strike Fund in seeking employment.

Strike Assistance.

SECT. 88. No financial aid shall be paid for the first seven days of any regularly sanctioned strike or lockout. At the end of the second seven days the Local Executive Board shall forward to the General Secretary-Treasurer a statement of the name of each person on strike and name and registered number of each member involved in the strike.

SECT. 89. The General Secretary-Treasurer shall note the number of members in good standing on said statement and forward to the Local Treasurer such percentage of the total Strike Fund as the members in good standing who are on strike is of the total membership of the General Union in good standing. At the end of the third seven days another statement shall be forwarded and percentage allotted, and so on each seven days until the strike has been won or declared off, the allotment each week being on the number of members in good standing. Members on strike shall not be entitled to sick benefits.

SECT. 90. Local Executive Boards shall disburse strike assistance sent to them equally among the members in good standing deducting dues from the share of each member, and shall

forward to the General Secretary-Treasurer, with their statement for the next week, an itemized account of their total expenditures for the past week. Any member on strike, securing employment at any other trade or being offered fair employment at the shoe trade, shall not again be included in the weekly statement of the Local Executive Board.

SECT. 91. Should the Local Executive Board fail to report as required, or should the General Secretary-Treasurer be satisfied that the assistance was being expended illegally or for purposes foreign to its intent (which is solely to relieve the wants of members in good standing who are engaged in regularly sanctioned strikes or lockouts) all assistance shall be suspended from such Local Union pending an investigation under the direction of the General Executive Board. Should the investigation find proof of intent to defraud, the General Board shall impose such fine or other penalty as they may deem proper.

Compensation for General Union Work.

SECT. 92. Any member doing General Union committee work directly authorized by this constitution, or other work upon the direct order of the General President shall receive from the General Secretary-Treasurer three dollars (\$3.00) and legitimate expenses for each day of actual service.

National Assessments.

SECT. 93. The General Executive Board shall exercise the power of levying such assessments as they may deem necessary to replenish any or all of the funds established by this constitution and may raise the Strike Fund by a series of assessments to the amount of five dollars (\$5.00) per capita.

Local Assessments.

SECT. 94. Local Unions may at any legal meeting levy such local assessments as they may deem necessary for the purpose of carrying on their Local Union work or for assisting other bona fide trade Unions.

Fines.

SECT. 95. The General and Local Unions shall have power to levy such fines as they deem proper in disciplining members who violate the laws or principles of this Union.

SECT. 96. Any member of this Union purchasing shoes without the Union Stamp, or any other commodity without the Union Label whenever it can be procured, shall be fined two dollars (\$2.00), action against such offense to be taken either by the Local Union or Local Executive Board.

Transfers.

SECT. 97. All transfer cards shall be issued by the General Secretary-Treasurer, who shall transfer the members upon call (giving name and number) coming from the Local Financial Secretary under whose jurisdiction the member is working, and shall notify the Financial Secretary of the Local Union from which the member is transferred, of such transfer with all

indebtedness, and direct such Local Secretary to fill out blank statement of indebtedness, and forward same to the Union to which the member is transferred. Local funds collected from delinquent members belong to the Local Union collecting same, and no moneys shall be transferred from one Local Union to another on account of arrears of members, except on account of Local Assessments or fines.

Withdrawals.

SECT. 98. All withdrawal cards shall be issued by the General Secretary-Treasurer to members with clear Due Books retiring from the trade, upon application of the member, endorsed by the Local Union, and stating nature of future occupation. No withdrawal card shall be issued unless the member is leaving the shoe trade. Such withdrawal card shall reinstate the member in lieu of initiation fee, if deposited with any Local Union and forwarded to the General Secretary-Treasurer whenever the member resumes work at the trade; provided, withdrawal cards obtained by false representations, or held by persons who have worked against the interests of the Union, or who have failed to deposit such withdrawal card with some Local Union, or with the General Secretary-Treasurer as a member-at-large while working at the trade, shall be null and void.

SECT. 99. Any member knowing that any person while holding a withdrawal card has violated the foregoing section shall furnish the General Secretary-Treasurer with proof of same, which shall be recorded against the person on the register at headquarters.

Suspended Members.

SECT. 100. Any member shown by the register at Headquarters to owe more than thirteen (13) weeks' dues or any assessment or fine for more than thirteen (13) weeks, such indebtedness shall automatically suspend the member from all benefits and privileges and no further indebtedness shall accumulate.

SECT. 101. Suspended members may be reinstated by payment of one dollar (\$1.00) reinstatement fee and reducing the amount of indebtedness specified in foregoing section, but shall not be eligible to sick or death benefit until they have been six months continuously in good standing.

Expelled Members.

SECT. 102. No member shall be expelled from this Union except upon written charges, after a fair trial, proving to the satisfaction of the Local and General Unions the member guilty of treason to this Union or to the cause of labor. Such expulsion must be approved by the General Executive Board and such expelled member shall not be reinstated in any Local Union except the terms are approved by the General Executive Board.

Charges.

SECT. 103. All charges of whatever nature against any officer, member, Union or Council must be presented in writing to the body before which the charge is made, and no defendant shall be found guilty without having upon written application a copy of the charges preferred and opportunity for defense.

Appeals.

SECT. 104. Appeals against the decision of any officer, committee, Board, Union or Council shall be presented in writing to the next highest authority, and no appeal shall be considered unless the appellant conforms to the decision appealed from, pending decision on the appeal.

Honorary Membership.

SECT. 105. The General Executive Board is empowered to issue certificates of Honorary Membership to persons whose past services in and present sympathy with the cause of organized labor in the judgment of the General Executive Board entitle them to such certificate.

Such honorary members shall be exempt from dues and benefits, but shall not attend business meetings of Local Unions except during suspension of rules, unless bearing organizer's credential, which may also be issued by the General Executive Board.

Conventions.

SECT. 106. A convention shall be called for the third Monday in June, provided a majority of all Local Unions have, in the preceding January, voted in favor of holding same, and special conventions may be called at any time on official vote and request of one-third of all Local Unions; but no convention shall be held prior to June, 1901. Each convention shall be held in the town or city designated by the preceding convention.

The basis of representation in conventions shall be one delegate for each Union, and one additional delegate for each two hundred members, or majority fraction thereof.

Referendum Amendments.

SECT. 107. Any Local Union may, by majority vote, propose an amendment to this constitution, which proposed amendment shall be published in the Journal, where arguments shall be published for and against for at least three issues after first publication of proposed amendment. If within ninety days from first publication of proposed amendment one-third of the whole number of Local Unions have indorsed same, the amendment shall be submitted by circular to vote of members at the next Local election night (March or September). Each Local Union shall vote by secret ballot "Yes" or "No" on the amendment as submitted and shall immediately make returns of votes cast for and against by members actually present and voting secretly. The General Secretary-Treasurer shall compile and publish the returns in the Journal, and it shall require a two-thirds vote of members voting to carry any amendment, and no amendment shall be considered if less than ten per cent. of the entire membership vote. Amendments so adopted shall take effect upon their passage, or as specified in the amendment.

SECT. 108. No part of this constitution shall be suspended at any time, nor can it be amended except at conventions or by referendum vote as provided in foregoing section, and no amendment shall be considered prior to April 1, 1901.

RULES OF ORDER.

Entering Meetings.

To gain admittance to meeting when in session member will rap on door and present due book to Sentinel, when Sentinel will admit member if shown by due book to be in good standing.

Leaving Meetings.

To retire from a meeting before adjournment member must rise and address the chair, asking to be excused, when the chair may grant the request.

Decorum.

The President shall not permit any disorderly conduct at meetings and shall allow no member to speak except the member has risen, respectfully addressed the chair, and been recognized by the chair. Profane or indecent language shall not be permitted.

Suspension of Rules.

The regular order of business may be suspended at any time by majority vote, for the purpose of considering any matter of special importance not in conflict with the constitution of the Boot and Shoe Workers' Union.

Order of Business in Local Union Meetings.

THE PRESIDENT: Gives one rap, and says: The meeting will please come to order. Persons not members of the Boot and Shoe Workers' Union in good standing will retire. The Sentinel will close the door. The Conductor will examine the Due Books of all present and permit none to remain who are over 13 weeks in arrears.

Any member not having due book on person may be permitted to remain if Ledger of Financial Secretary shows member to be in good standing.

CONDUCTOR: Mr. President, all that are now present are in good standing.

PRESIDENT: The meeting is now open for business. The Recording Secretary will call the roll of officers.

Recording Secretary calls the name of every Local Officer; each officer present answering "here."

PRESIDENT: The Recording Secretary will record the names of officers absent at Roll Call.

PRESIDENT: The Recording Secretary will read the records of last meeting.

Recording Secretary rises and reads records.

PRESIDENT: Does any member discover any errors or omissions in the records as read?

Corrections are made by direction of President or by vote of Union.

In absence of errors, or after corrections are made, President declares records approved.

PRESIDENT: Are there any applications for membership?

At this point members may rise and name persons whose names appear on signed application blanks which they hold, on which initiation fee is paid in full, and after naming them will present the signed applications to the President.

PRESIDENT: The applications of (Giving names) for membership in the Boot and Shoe Workers' Union are referred to the Local Executive Board for investigation.

Hands applications to Recording Secretary for record, after which they are given to Chairman of Local Executive Board.

PRESIDENT: Are there any communications?

Corresponding Secretary reads communications, if any, action being taken upon each one separately and recorded by Recording Secretary.

PRESIDENT: Are there any bills against this Local Union?

Action is taken upon each bill separately and recorded by Recording Secretary.

PRESIDENT: The Financial Secretary will report receipts up to end of last week.

Financial Secretary reads written report covering all previously unreported receipts up to end of previous week, and hands report to President.

PRESIDENT: What action does the Union desire to take upon the report of the Financial Secretary? (Action is taken.)

PRESIDENT: The Recording Secretary will record the report of the Financial Secretary, with action taken thereon, and file the same for future reference.

Hands report to Recording Secretary.

PRESIDENT: The Treasurer will report the financial condition of the Local Union.

The Treasurer reads written report of Cash on hand last report \$ Received from Financial Secretary \$ Total receipts, \$ Expended since last report \$ Funds now in treasury \$ Hands report to President.

PRESIDENT: What shall be done with the report of the Treasurer? (Action is taken.)

PRESIDENT: The Recording Secretary will record the report of Treasurer, with action thereon, and file the same for future reference.

Hands report to Recording Secretary.

PRESIDENT: The Executive Board will report on applicants for membership

Executive Board reports favorably or unfavorably upon each applicant, and President puts admission of each applicant to vote by hand ballot. If majority vote in favor, President declares applicant to be a member, whether present or not, and directs Financial Secretary to enroll applicant's name. If majority is against, President will instruct Corresponding Secretary to forward the blank and notify General Secretary Treasurer of reason for rejection. Recording Secretary records. New members seated, if any in ante-room.

PRESIDENT: The Executive Board will report on Grievances, Sick claims, or other matters referred to Board. (Board reports. Action is taken and recorded.)

PRESIDENT: Are any of our members out of employment? (Members report. Secretary records.)

PRESIDENT: Does any member know where work may be obtained? (Members report. Secretary records.)

PRESIDENT: Is any member unable to work because of sickness? (Members report, if any. Referred to Board. Secretary records.)

PRESIDENT: Does any member know of any fraudulent sick claim? (Members report, if any, when President directs the Local Executive Board to investigate, and if satisfied of fraud, to notify General Secretary-Treasurer, and prefer charges against dishonest member.) (Secretary records.)

PRESIDENT: Are any of our members in destitute circumstances? (Members report, if any. Secretary records.)

PRESIDENT: What action will the Union take to relieve our members in need? (Action taken and recorded.)

PRESIDENT: The Label Committee will report work done since last meeting. (Committee reports. Secretary records.)

PRESIDENT: Has any member information of value to the Label Committee? (Members report. Secretary records.)

If Label Committee make no report, President censures them and informing them that the Label is our most valuable, economic weapon, directs them to show some work done for Labels at next meeting.

PRESIDENT: Is any member known to purchase shoes without Union Stamp or any other commodity without a Union Label? (Members report, if any, when President directs Executive Board to investigate and report at next meeting. Secretary records.)

PRESIDENT: Members should ever keep in mind their pledge to use their purchasing power and influence in behalf of Union Stamped Boots and Shoes and all other Union Label products. If we would build up our own Union, we must refuse to purchase the product of non-union and prison labor in any trade, thus placing ourselves in a position where we have a right to demand similar support from other Unions.

PRESIDENT: Are there any committees to report? (Committees report, if any. Action taken on each report and recorded.)

PRESIDENT: Is there any unfinished business from last meeting? (Recording Secretary answers from the records, if any. Action is taken and recorded.)

PRESIDENT: Is there any new business to come before this meeting? (New business is introduced, if any. Action taken and recorded.)

Election of officers, if any vacancies, or at end of term.

Installation of Officers.

Officers may be installed by the retiring President or any member may be called upon to act as installing officer.

INSTALLING OFFICER: Officers elect will stand in front of chair. (Officers elect come forward.)

INSTALLING OFFICER: (Gives 3 raps.) Members will rise.

INSTALLING OFFICER: You will each repeat after me, using your name where I use mine:—I (giving name) do hereby solemnly promise that I will perform the duties pertaining to my office faithfully and to the best of my ability.

INSTALLING OFFICER: Members, have you heard the pledge of your officers elect? (Members in chorus) We have. One rap. Members seated.)

INSTALLING OFFICER: Officers, upon you is now placed a great responsibility. You have it your keeping the hopes, the aspirations, and the honor of your fellow workers. There can be no greater honor than to be a trusted leader in the sacred cause of organized labor. Guard well the interests entrusted to your care. Perform your duty fearlessly and honestly, and turn your office over to your successor with a proud record of faithful service.

The officers will now assume their respective positions. (Installing Officer surrenders the Gavel to the new President.)

Closing the Meeting.

A motion to adjourn having been passed, the President gives three raps. Union rises.

PRESIDENT: Fellow members:—Having performed our duty on this occasion to the best of our ability, as we go forth in our daily lives let us ever keep in view the welfare of our Union.

Let our members be ever truly fraternal in their relations with each other, striving to help one another in adversity.

Let us each and all endeavor to advance the interests of our Union Stamp before our next meeting, and let us try and induce the unorganized to join us, that we may the speedier improve their condition and ours. Our Union represents the sum total of all the energy expended in its behalf by all its members.

Therefore, let each member contribute a full share of personal work in behalf of our common cause.

I now declare this meeting adjourned until unless a special meeting is called, when each factory will receive notice.

Roll was called, resulting as follows:—

AYES:—Brown 46, Balne, Byrne, Chatterton, Collins, Donovan, Eaton, Grenier, Houle, Leonard, Lovely, McMorro, Martindale, Messier, Monk, Murray, Nelson, Norling, O'Connor, Reynick, Steghagen, Surridge, Tobin, White, Orcut. Total—25.

NOES:—Barrons, Blaisdell, Brown 43, Kelley, Laverty, Mulligan, Noonan, Winsor. Total—8.

New Constitution declared adopted as a whole. 25 to 8.

The Secretary moved that the Convention pledge its unanimous support to the new Constitution just adopted. Carried unanimously.

The hour for sitting for group photographs having arrived, Grenier moved to adjourn until 1:30 P. M. Carried.

Adjourned.

Fifth Day—Friday, June 23. Afternoon Session.

Called to order at 1:30.

Absent at Roll Call: Brown 46.

Houle, as Chairman of Committee on Appeals and Grievances, reported that no business had been brought before his committee. Report accepted.

The Secretary introduced the following resolution:—

Whereas, the delegates and shoemakers of Rochester have treated us in the most kind and hospitable manner. Therefore, be it

Resolved, That this Convention heartily appreciates the kindness of the delegates and the people of Rochester and tenders a vote of thanks to the delegates and shoemakers of Rochester, and be it further

Resolved, That the thanks of this Convention be extended to the management of this hotel for the very satisfactory accommodations furnished to this Convention and to the delegates.

Adopted.

The Secretary introduced the following resolution:—

Resolved, That this Convention learns with deep sorrow of the death of Wm. Inskip, J. P., for many years the General Secretary and trusted leader of the organization of our fellow craftsmen of Great Britain, and be it further

Resolved, That the Secretary is instructed to convey our condolence to the family of the deceased, and be it further

Resolved, That the Secretary be instructed to extend our sympathy to the executive of the National Union of Boot and Shoe Operatives of Great Britain in their loss of an able and trusted leader.

Adopted.

Voted Secretary be instructed to send copy of group photograph of this convention with resolutions.

Secretary introduced following resolution:—

Resolved, That this Convention extends the thanks of this organization to all organizations of labor for the support accorded our "Union Stamp," and be it further

Resolved, That this Convention indorses the Union Labels of all bona fide organizations and pledges the membership of this Union to their support

Adopted unanimously.

Voted to elect officers at 3 P. M.

While waiting for Committee on Labels and Boycotts to make final report, the President called on Surridge and Winsor for songs, both responding.

Committee on Labels and Boycotts report following resolutions:—

Whereas, the boot and shoe manufacturers of Marlboro, Mass., have denied the right of their employees to hold membership in a trade union; and

Whereas, the General Executive Board and the American Federation of Labor have declared the goods manufactured by these firms unfair, namely, Rice & Hutchins, S. H. Howe Shoe Company, John A. Frye and John O'Connell & Sons; and

Whereas, the manufacturers declare by circular and by their agents that there is no labor trouble as far as they know; therefore be it

Resolved, that we endorse the action of our General Executive Board and American Federation of Labor in placing their goods on the unfair list, and we call upon organized workers and their sympathizers to see that none of their friends wear any of the products of the above named firms; and it is further recommended by this body in convention assembled that the General Executive Board continue to prosecute to their fullest extent.

Adopted.

All committees reported they had no further business to report.

Proceeded to choose place of holding next Convention.

Nominations requested.

Murray nominated Detroit.

McMorrow nominated Boston.

Lovely nominated Chicago.

Collins seconded nomination of Chicago.

Norling nominated Brockton.

Mulligan seconded nomination of Brockton.

Moved by Martindale to close nominations. Carried.

Martindale, White and Chatterton were appointed tellers.

Norling withdrew Brockton.

Proceeded to ballot, after which tellers announced following result:—

Whole number of votes cast, 32. Detroit 24, Boston 7, Chicago 1.

Detroit declared elected as place where next Convention will be held.

Moved selection of Detroit be made unanimous. Carried.

Moved by Murray to proceed to election of officers.

Chair ruled that as there was no other business to come before the Convention election of officers was in order. Appointed Blaisdell, Chatterton and Noonan to act as tellers; McMorrow called to chair.

Tobin nominated Collis Lovely, of St. Louis, as General President. Lovely declined.

Martindale nominated present incumbent, John F. Tobin. (Applause.)

Lovely seconded nomination. (Applause.)

Tobin said there had been much criticism in the past. Undoubtedly mistakes might sometimes be made which would provoke enmity, while sometimes enmity is provoked where no mistake is made. Some appeared to hold the view that the best service could be realized when officers were at loggerheads, but he did not entertain such views. For family and other reasons he had about decided to leave the field clear for those who believed differently, but if it was the wish of the convention that he serve them longer he would accept.

Mulligan said he had expressed no suspicion of the dishonesty of the General Officers, but considered they had shown very poor executive ability in granting the stamp to the W. L. Douglas Shoe Company.

Murray moved that the Secretary cast one ballot for John F. Tobin for General President.

Byrne objected on the grounds that every delegate should have an opportunity to express choice by secret ballot.

Chair ruled Murray's motion out of order as there was objection.

Kelley moved one minute be allowed to nominate other candidates. Carried.

Nominations closed.

Proceeded to ballot.

Tellers reported whole number votes cast 24. John F. Tobin had 29.

Chair declared John F. Tobin elected General President by unanimous vote.

The President resumed the chair.

Surridge reported that Miss Katherine Kane, formerly a member of the Rochester Shoe Union, but now factory inspector, was in ante-room.

Martindale moved to invite Miss Kane to seat in Convention. Carried.

Martindale and Mulligan appointed committee to escort Miss Kane into hall.

Miss Kane was introduced by the President and addressed the Convention briefly.

Nominations requested for General Vice-President.

Grenier nominated Collis Lovely.

Barrons seconded nomination of Lovely.

No further nominations.

Proceeded to ballot.

Tellers report 30 votes cast.

Collis Lovely receiving 30 votes was declared elected General Vice-President.

The Vice-President-elect was called on for a speech and responded briefly, saying he had full confidence in the new plan of organization adopted at the convention. Thanked the convention for the honor. He should hold himself in readiness to perform such duties as might be assigned to him. Should be guided by the advice of the executive officers and hoped to be able to add something to the harmonious effort which is necessary to accomplish desired result.

Nominations requested for General Secretary-Treasurer.

Grenier nominated Horace M. Eaton.

Seconded by Reynick.

No further nominations.

Proceeded to ballot.

Tellers report whole number votes cast, 30. Horace M. Eaton received 30 votes and was declared elected General Secretary-Treasurer by unanimous vote.

Speech called for.

The Secretary thanked the convention for the unanimous expression of their confidence, which coming after more than four years of service during almost continual strife was all the more deeply appreciated. He was of the blunt, outspoken sort, accustomed to call a spade a spade, yet often found it necessary to yield to the opinions of others. That the President and himself had been able to work together for more than four years must be largely attributed to the even temper of the President. Had it been otherwise the Union could hardly

be in existence now. He realized that the new plan would encounter opposition at first, but had no misgivings as to the future. Future generations of shoe workers would revere the memory of this convention. All should sink all petty differences in one grand, harmonious effort for the uplifting of our craft.

Nominations requested for members of the General Executive Board.

Barrons nominated Timothy O'Connor.

Brown (43) nominated C. L. Baine.

McMorrow nominated Emma Steghagen.

Mulligan nominated Charles F. Winsor.

Reynick nominated Gad Martindale.

Lovely nominated Jerry Donovan.

Martindale nominated C. B. Nelson.

McMorrow nominated Charles A. Norling.

Winsor nominated John H. Murray.

No further nominations.

Kelley moved to vote for seven on one ballot.

Carried.

Proceeded to ballot.

Tellers reported whole number votes cast 32.

O'Connor had 30.

Baine had 29.

Steghagen had 22.

Martindale had 30.

Nelson had 27.

Norling had 19.

Winsor had 11.

Donovan had 14.

Murray had 13.

Noonan had 3.

McMorrow had 3.

White had 3.

Barrons had 2.

Collins had 1.

Lovely had 1.

Orcutt had 1.

O'Connor, Baine, Steghagen, Martindale, Nelson, Norling, having received a majority were declared elected as members of the General Executive Board.

There being one vacant place in Massachusetts, Donovan, Murray and Winsor were declared candidates.

Proceeded to ballot.

Tellers report whole number votes 32. Donovan had 17, Murray had 9 and Winsor had 6.

Donovan having received a majority of votes was declared elected.

Nominations requested for General Auditors.

Martindale nominated Barrons.

Barrons declined.

Houle nominated Brown 43.

Surrudge nominated Leonard.

Collins nominated Kelley.

Kelley declined.

Kelley nominated Byrne.

Barrons nominated McMorrow.

McMorrow declined.

Byrne nominated Mulligan.

Mulligan declined.

No further nominations.

Candidates Brown 43, Byrne, Leonard.

McMorrow moved Secretary cast the vote of the Convention for Brown 43, Byrne and Leonard as General Auditors. Carried.

Secretary reported vote of Convention cast for Geo. J. Brown, Phillip J. Byrne and John Leonard as General Auditors, and the chair declared them elected.

Norling called to chair.

Byrne moved to elect two delegates to the American Federation of Labor. Carried.

O'Connor nominated Tobin.

Leonard nominated Martindale.

Byrne nominated Barrons.

Reynick nominated Kelley.

Kelley declined.

Barrons nominated Lovely.

Lovely declined

Kelley nominated Eaton.

Eaton declined.

Nominations closed.

Chair instructed delegates to vote for two on one ballot.

Candidates, Tobin, Barrons, Martindale.

Proceeded to ballot.

Tellers report whole number of ballots, 32.

Tobin had 27.

Barrons had 20.

Martindale had 13.

John F. Tobin and William H. Barrons having received a majority of votes cast, they were declared elected delegates to the American Federation of Labor.

The President resumed the chair and announced that the next business would be the installation of officers, and called McMorrow to the chair to act as installing officer.

All officers-elect being present, each stepped forward as name was called, and all were installed according to the new order of business.

Officers assumed their respective positions.

Chatterton asked for privilege of retiring. Granted by the President.

O'Connor moved to appropriate \$50.00 to Marlboro. Carried unanimously.

Byrne thanked the Convention on behalf of Marlboro.

The President thanked the Convention for the good order and uniform consideration and courtesy that had prevailed during the sessions.

Mighty questions had been grappled with and history made in a spirit that augured well for success in the future.

Murray asked delegates upon return to their homes to endeavor to assist Marlboro by sending money.

Grenier also requested assistance for Marlboro.

The Secretary suggested spirit of unity and determination should go forth from this Convention.

Martindale expressed gratification of Rochester Shoemakers that the Convention had been held in their city. It could not fail to be of benefit to shoemakers of Rochester, and he predicted good results nationally.

O'Connor expressed pride in the work of Convention.

Barrons assured the Convention that De would endeavor to give the next Convention royal welcome.

Barrons, Martindale and Eaton were pointed a committee to notify the manager of the hotel of the resolution adopted at morning session.

On motion of Delegate Kelley the convention was declared adjourned sine die.

Adjourned with all delegates joining hands and singing "Auld Lang Syne."

HORACE M. EATON.

GEN'L SEC'Y-TREAS.



UNIONISTS

ARE IN DUTY BOUND TO BUY
"UNION LABEL GOODS."

ALL OTHERS

Should purchase UNION LABEL GOODS, as by so doing the condition of the workers is improved and

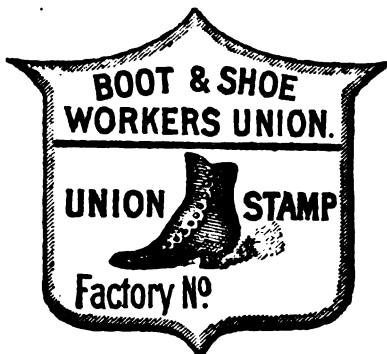
BESIDES,

other things being equal, better value is obtained for the money.

"BY THIS SIGN WE SHALL CONQUER."

ENDORSED BY THE
AMERICAN
FEDERATION OF
LABOR.

THE ONLY UNION
LABEL OF THE UNITED
SHOE CRAFT.



THE ONLY GUARAN-
TEE THAT
BOOTS AND SHOES
ARE NOT
MADE BY
CONVICT OR SCAB
LABOR.

REGISTERED

When Buying Shoes

demand goods bearing the above device impressed upon the sole or insole, and purchase none other.

"Labor is the Foundation of Society
and of Government."

FREE INSTITUTIONS MUST PERISH.

Or Ignorant, Convict and Scab Labor must be superceded by
Intelligent, Free and Union Labor.

"EACH FOR ALL AND ALL FOR EACH."
FEB 17 1915

REPORT OF PROCEEDINGS

— OF —

FIFTH CONVENTION

— OF —

Boot and Shoe Workers' Union



HELD IN

Duffy's Dancing Academy,
DETROIT, MICHIGAN,
June 16 to 20, inclusive,
1902.



PROCEEDINGS

— OF —

FIFTH CONVENTION

— OF —

Boot and Shoe Workers'
Union

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1902.



PROCEEDINGS

— OF —

Fifth Convention of the Boot and Shoe Workers' Union

FIRST DAY.

Morning Session.

The Fifth Convention of the Boot & Shoe Workers' Union met at Duffy's Dancing Academy, Detroit, Michigan, at 10 o'clock a. m., June 16th, 1902.

The Convention was called to order by President John F. Tobin.

Chairman Byrne, of the General Auditors, read a report of the General Auditors on Credentials.

Report of the General Auditors on Credentials.

Your General Auditors having examined the registry cards at Headquarters of all Local Unions that sent duplicate credentials, we find the following Local Unions entitled to the delegates here reported, and we recommend that they be seated:

| No. | Place. | Alternates. |
|-----|--|---|
| 1. | HAVERHILL, MASS. J. E. Donovan Albert W. Mathews Daniel H. Kelleher | George Evens John M. Cleary K. S. Dean. |
| 2. | HAVERHILL, MASS. John McDougall T. Tighe John Falvey | Wm. McDonald Alfred E. Boover Chas. Woodcock |
| 6. | HAVERHILL, MASS. Annie Moran Annie McCarthy Helen Banter | Edward Allen Carrie B. Wood Ruth Phelps |
| 14. | PORTSMOUTH, N. H. F. G. R. Gordon | |
| 15. | ROCHESTER, N. Y. John C. Schaeffer Gad Martindale C. De Bruyn | Wm. Pidgeon J. J. Higgins J. O'Rourke |
| 25. | ST. LOUIS, MO. Collis Lovely W. A. Kenward | Miss M. C. Bird M. T. Flahive |
| 30. | DETROIT, MICH. Thomas Ouellette | James Robertson |
| 32. | LYNN, MASS. Frank Lee Jos. J. Chatterton Al. House | E. McCormack Hugh Brennan Elmer Robinson |
| 35. | BROCKTON, MASS. Chas. T. Laird Wm. Henry Doyle Frede Moore | August Hopkins Walter Russell S. S. Kimball |
| 36. | BROCKTON, MASS. George B. Robinson Herbert W. Leach | Edward H. Chase Daniel J. Lyons |
| 37. | BROCKTON, MASS. Emmett T. Walls Joseph P. McCormick David F. Sullivan | Joshua F. Snow Matthew W. Dunn Michael McLaughlin |
| 38. | BROCKTON, MASS. J. P. Meade John F. Buckley Jas. O'Connell | Thos. Hogan Otto Hanson Geo. Monk |
| 40. | MILFORD, MASS. Edward F. Allen | |

| No. | Place. | Alternates. |
|------|---|--|
| 44. | BROCKTON, MASS. F. E. Studley F. W. Adams Waldo Atwood, J. N. Deane F. E. Geddis | L. M. Sherburn Warren Hatch Wm. McKendrick |
| 48. | ROCKLAND, MASS. Geo. H. Wilder | John F. Fahey |
| 59. | MARLBORO, MASS. Phillip Byrne | |
| 68. | CINCINNATI, OHIO. Geo. Bury John Fund | Mollie Weitler Henry Wessels |
| 69. | WHITMAN, MASS. Chas. E. Lowell | Charles B. M. Hann |
| 74. | BROCKTON, MASS. Geo. W. Lawrence Jas. Wood L. N. Bartlett | William Barry Wm. Egan Philip Kirby |
| 94. | CHICAGO, ILL. Mary Anderson Mary Doyle | Rose Canford Emma Steghagen |
| 111. | BROCKTON, MASS. Frank M. Bump Michael F. Kenney | Henry C. Berry |
| 118. | BROCKTON, MASS. Thos. C. Farrell Patrick O'Byrne | Geo. F. Eldridge William Thompson |
| 124. | ELGIN, ILL. J. P. Ludwick | J. P. Burke |
| 126. | ST. LOUIS, MO. George J. Galloway | Emil Zakrzewski |
| 133. | CHICAGO, ILL. Jeremiah J. Ryan J. J. Scannell | |
| 150. | ROCHESTER, N. Y. Lucy J. Davis | Mary Nary |
| 159. | SYRACUSE, N. Y. C. B. Nelson | A. M. Young |
| 170. | MILWAUKEE, WIS. Geo. Boedendoerfer | |
| 174. | SALEM, MASS. James F. Crowley Charles J. Carson Dennis Lynch | |
| 191. | HAVERHILL, MASS. Frank Battles Harry Phillips | |
| 192. | BROCKTON, MASS. Angus McDonald Andrew J. Kearns Jerry Donovan | |
| 205. | LYNN, MASS. James F. Lovett John J. O'Neil William J. Jackman | John Cassidy |
| 206. | BERLIN, ONT., CAN. Anthony Miller | Emil Quirnbach |
| 210. | CINCINNATI, OHIO. James Anderson | Fred. C. Specht |
| 213. | CHICAGO, ILL. William Jones | |
| 215. | SPRINGVALE, ME. Mial F. Yeaton | Charles A. Goodwin |
| 218. | CINCINNATI, O. John Wm. Heuver | Eleno M. Steth |
| 222. | CINCINNATI, O. James Lewis Wm. H. Clark August Schaffeld | |
| 223. | HAMILTON, ONT. Alfred W. Charlesworth | |
| 232. | HAMILTON, ONT. Leonard Stewart | E. W. A. O'Dell |
| 233. | TORONTO, ONT., CAN. Benjamin Case Adam Milne | |
| 234. | HAMILTON, ONT. E. W. A. O'Dell | |

| No. | Place. | Alternates. |
|------|--|-------------------------------------|
| 239, | ALTON, ILL. J. F. McMAHON | |
| 250, | CHICAGO, ILL. Edgar S. Peterson | Daniel M. Kane |
| 256, | BROCKTON, MASS. Henry Post John Boyle | |
| 260, | LYNN, MASS. C. J. McMorrow | |
| 266, | MONTREAL, QUE. Alphetus Mathieu | |
| 278, | WEBSTER, MASS. John H. Ryan | John A. Kerrig |
| 287, | HAVERHILL, MASS. John D. McLean Geo. F. Clough | Henry H. Cole Clinton P. Glover, |
| 288, | TRENTON, N. J. H. J. Skeffington | |
| 289, | LYNN, MASS. Harlen F. Chesley | William H. Desmond |
| 296, | TAUNTON, MASS. P. H. Kiernan | James Hay |
| 300, | LYNN, MASS. J. D. Dullea | |
| 303, | CHICAGO, ILL. W. P. Congdon | |

(Signed) P. J. BYRNE,
J. F. McMAHON,
ANGUS McDONALD,
General Auditors.

Delegate Lowell held that if the Auditors' report on Credentials was adopted as read it would inaugurate a new policy of representation by proxy, and establish a precedent which might work great harm to our Union some time in the future. He contended that the proper plan to pursue would be to seat the delegates who were active members of the Union that they represented, and defer action on the protested delegates.

The chair pointed out the fact that no credentials had been protested.

Delegate Meade opposed the motion to accept the report of the committee.

Delegate Lowell moved that we accept the credentials of delegates representing Local Unions in which they held membership.

Delegate Heuver expressed the opinion that this would be the proper mode of procedure.

Delegate Doyle, of Union 35, spoke against the report of the committee and favored the amendment of Delegate Lowell.

Delegate Byrne stated that the General Auditors, in examining the credentials, were governed by the constitution which, in their opinion, permits Local Unions to send delegates of their own choice.

Delegate Farrell said that he had no objection to seating the delegates who were

entitled to seats, but protested against such delegates who were engaged in advertising a certain shoe.

Delegate Doyle, of Union 35, moved to protest against the credentials of Delegates Skeffington and Gordon.

Delegate Studley moved to protest against the credentials of Delegate Dullea.

Delegate Mary Doyle, of Chicago, favored the accepting of the report of the General Auditors.

Delegate Meade supported the amendment of Delegate Doyle upon the ground of that a dangerous precedent would be established should the report of the General Auditors on credentials be adopted as read.

The amendments of Delegates Lowell and Doyle were adopted and the report of the General Auditors as amended was accepted.

Delegate Heuver moved that a committee of 5 be appointed to investigate the protested credentials and report to the Convention at its afternoon session.

The chair appointed the following committee: Delegates Heuver, Lucy Davis, Mary Anderson, Donovan of 192, and Lynch of 174.

The chair requested some one of the delegates to volunteer to act as sentinel.

Delegate Walls, of Brockton, moved that Delegate Ouellette act as sentinel. Carried.

Delegate Lowell moved that delegate badges be substituted for pass word. Carried.

The roll being called the following delegates were found to be present:

Allen, Anderson (210), Anderson (94). Andrews, Atwood, Bartlett, Battles, Baxter. Buckley, Bump, Bury, Byrne, Cleary, Carson, Case, Charlesworth, Chatterton, Chesley, Clark, Clough, Congdon, Crowley, Davis. Deane, de Bruyn, Donovan, Doyle (94). Doyle (35), Falvey, Farrell, Galloway, Geddes, Heuver, House, Jackman, Jones. Kearns, Kelleher, Kenny, Kenward, Laird. Lawrence, Leach, Lee, Lewis, Lovely, Lovett, Lowell, Ludwick, Lynch, McLean, Martindale, Mathieu, McCarthy, McCormick. McDonald, Macdougall, McMahon, McMorrow, Meade, Miller, Milne, Moore, Moran. Nelson, O'Byrne, O'Connell, O'Dell, O'Neill.

Oullette, Peterson, Phillips, Pund, Robinson, Ryan, Schaeffer, Stewart, Studley, Sullivan, Tighe, Walls, Wilder, Wood, Yeaton, Stackpole, Bodendoefer.

Delegate J. B. Stackpole, of Local 265, of Dixon, Ill., stated his name had not been called.

Secretary Baine explained that Delegate Stackpole's credential had been received too late to be considered by Credential Committee.

Delegate Martindale moved that the credential be received and the delegate seated. Carried.

Delegate Heuver moved that the delegates whose credentials had been protested be granted the same rights and privileges as the delegates that had been seated until the Investigating Committee made their report. Carried.

Delegate McMorro moved that Brothers Striegel and Scannell, of Detroit, be granted seats in Convention as visitors.

Delegate Martindale amended that all shoe workers in good standing be granted seats in Convention as visitors.

Motion as amended adopted.

The President then appointed the following committees:

Committee on Rules.—James F. Lovett, Union 205, Lynn, Mass.; J. N. Deane, Union 44, Brockton, Mass.; James F. Crowley, Union 174, Salem, Mass.; Frank Battles, Union 19, Haverhill, Mass.; Joseph P. McCormick, Union 37, Brockton, Mass.; Benjamin Case, Union 233, Toronto, Ont.; James Anderson, Union 210, Cincinnati, O.

Committee on Officers' Reports.—John Macdougall, Union 2, Haverhill, Mass.; Charles Laird, Union 35, Brockton, Mass.; W. A. Kenward, Union 25, St. Louis, Mo.; C. J. McMorro, Union 260, Lynn, Mass.; J. J. O'Neill, Union 205, Lynn, Mass.; Annie McCarthy, Union 6, Haverhill, Mass.; John C. Schaeffer, Union 15, Rochester, N. Y.

Committee on Constitution.—Collis Loveley, Union 25, St. Louis, Mo.; Mary Doyle, Union 94, Chicago, Ill.; E. T. Walls, Union 37, Brockton, Mass.; John D. McLean, Union 287, Haverhill, Mass.; Gad Martindale, Union 15, Rochester, N. Y.; George Bury, Union 68,

Cincinnati, O.; Anthony Miller, Union 206, Berlin, Ont.

Committee on Resolutions.—William J. Jackman, Union 205, Lynn, Mass.; John F. Buckley, Union 38, Brockton, Mass.; John William Heuver, Union 218, Cincinnati, O.; Alfred W. Charlesworth, Union 228, Hamilton, Ont.; Philip J. Byrne, Union 59, Marlboro, Mass.; F. E. Studley, Union 44, Brockton, Mass.; C. de Bruyn, Union 15, Rochester, N. Y.

Committee on Organization.—A. J. Kearns, Union 192, Brockton, Mass.; Harlow P. Chesley, Union 289, Lynn, Mass.; William P. Congdon, Union 203, Chicago, Ill.; Helen Baxter, Union 6, Haverhill, Mass.; Herbert W. Leach, Union 36, Brockton, Mass.; George W. Lawrence, Union 74, Brockton, Mass.; Chas. E. Lowell, Union 69, Whitman, Mass.

Committee on Labels and Boycotts.—William Jones, Union 213, Chicago, Ill.; Mary Anderson, Union 94, Chicago, Ill.; Lucia J. Davis, Union 150, Rochester, N. Y.; E. W. A. O'Dell, Union 234, Hamilton, Ont.; John Pund, Union 68, Cincinnati, O.; George Robinson, Union 36, Brockton, Mass.; William H. Doyle, Union 35, Brockton, Mass.

Committee on Appeals and Grievances.—John P. Meade, Union 38, Brockton, Mass.; James O'Connell, Union 38, Brockton, Mass.; Dennis Lynch, Union 174, Salem, Mass.; Thomas Ouellette, Union 30, Detroit, Mich.; Jerry Ryan, Union 133, Chicago, Ill.; George Clough, Union 287, Haverhill, Mass.; D. F. Sullivan, Union 37, Brockton, Mass.

The President called Vice-President Lovely to the chair and made his report.

REPORT OF THE GENERAL PRESIDENT.

Fellow Workers: This is the fifth convention of the Boot and Shoe Workers' Union since the amalgamation of the three National organizations of the shoe trade in April, 1895, and I am sure you will agree with me that we have gone through many trials and varied experiences within the few years of our existence. You will also agree that we have gained wisdom by our experience,

and that we are likely to shape our future course so as to avoid the pitfalls into which we drifted under the old form of organization.

The Convention at Rochester, N. Y., in June, 1899, marked the beginning of our present form of organization which has proved so successful, both in protecting the wages of our members, caring for the sick and destitute, affording more steady employment for members of the Union than is enjoyed by non-members, and establishing an era of peace in the shoe trade never before known. That you desire to continue the present form of organization and its policy need not be questioned, that we are assembled in this Convention not to tear down and reconstruct but to add to the effectiveness and value of our present form of organization by making such changes as may be necessary to secure this end, and reinforcing the policy of our organization so as to make it secure against such dangers as may lurk in our path from the inexperienced, irresponsible and careless portion of our membership; that we have a Constitution which under three years of trial has proved to be sound and which needs but few, if any, changes, we believe will be generally admitted, and one recommendation I have to make to you above others is that in administering the affairs of the Organization, both internationally and locally, we shall be guided not only by the Constitution, but by a definite policy which is sound and applicable to all parts of the trade as well as to all parts of our jurisdiction in order that we may achieve the highest degree of success and the more speedily perform our mission of increasing the standard of wages, reduce the hours of labor, abolish child labor and redress such other grievances as have fastened themselves upon the factory system, as the result of the unorganized condition of the craft.

RESIGNATION OF SECRETARY-TREASURER HORACE M. EATON.

One of the most important and far-reaching events in our most recent history was the resignation of Brother Eaton, who was

my associate in the general office for seven years, and who took a most prominent part in drawing, adopting and putting in operation our present Constitution and inaugurating the policy which goes hand in hand with the Constitution. It was a severe shock to both of us when he retired from office to accept the position of superintendent of a new Union Stamp factory now being opened by the Hamilton-Brown Shoe Company of St. Louis, Mo. Together we went through the struggle necessary to establish our present form of Organization, and together we have rejoiced to note the satisfactory progress of the Organization as predicted by the Rochester Convention, until the troubled waters had been passed, and Brother Eaton felt that he could safely withdraw from the Organization without being open to the charge of deserting under fire when he was most needed. While we may all regret the loss of Brother Eaton as an active factor in our movement, we have reason to console ourselves with the thought that we have in our present General Secretary-Treasurer an efficient, painstaking and capable officer who will render a good account of his stewardship, and who will be unswerving in his devotion to our cause and do his full share to keep the Organization upon the main line of success.

THE REFERENDUM ELECTION.

Every succeeding election demonstrates more clearly that our present method of election, which requires a majority vote to elect, is a cumbersome, long drawn out and calculated to destroy our faith in the referendum system, and I advise that a plurality vote be substituted for the majority vote, which would guard against the necessity for more than one ballot, except in rare cases where a tie might occur, and even then, a conclusion would be reached on the second ballot, and not require a third as we had in our last election, which carried us almost up to the time when it is necessary to make nominations for another election.

DUES.

Looking back over the past history of organization in the shoe trade, my mind dwells

particularly upon the oft-repeated arguments that low dues are necessary to induce shoemakers to join the Union, and have in mind also the arguments put forth by members of independent unions and of shoe workers who are not identified with any union. I am abundantly convinced that the supposition that the shoemakers will not pay high dues is thoroughly exploded.

The stock argument used against our present dues of 25 cents per week was that the shoe workers would not pay 10 cents and how was it possible to collect 25 cents.

I refer you to the financial report of the General Secretary-Treasurer showing our cash in hand, the amount of money expended for organizing work and for advertising the Union Stamp, and paying sick and death benefits. This taken in comparison with the impoverished condition of past organizations in the shoe trade and their inability to organize because of lack of means, inability to advertise their Union Label for the same reason, to say nothing of their inability to pay sick and death benefits and strike assistance, is the most complete refutation of all the arguments put forward in favor of low dues.

We are gratified to note the increasing confidence in our Organization because of the present dues system, and we rejoice that there are only a few within the Organization who are against paying high dues, but the calibre of such persons is clearly indicated by the fact that they are against the payment of dues of any kind, and they would be equally loud in their protestations if the dues were 5 cents a week, and would rejoice at the dissolution of organization in the shoe trade, fancying that they would save the money now paid for dues.

Feeling that there is no serious disposition upon the part of any one to change our present rate of dues, I will not dwell further upon this subject but rejoice with you that every argument against high dues has been met and answered logically and overwhelmingly in favor of high dues and benefits.

UNION POLICY.

Since the adoption of our present form of

arbitration, coupled by the present Constitution, your executive officers have found it to be decidedly to the advantage of the Organization to concede wholly to the employer the right to hire and discharge, and also to determine under what system work should be done and by conceding this very fruitful source of trouble peculiar to our old form of organization, we have avoided many serious disagreements and our members have not suffered materially in individual cases, while the membership as a whole has been decidedly benefited and solidified.

You will all remember that in the old organization a person discharged generally sought to show the Union that the discharge was traceable to his Union membership, and the Union was challenged to make a contest in his behalf and to appoint a committee to pass upon his workmanship or such other question as may have been raised by the discharge, but results following such negotiations were, as a rule, decidedly unsatisfactory and where successful the success was only temporary, or until such time as the employer got ready to retaliate. Under our present arbitration policy the employer agreeing to hire members of the Union, he has no incentive to discharge persons for belonging to the Union, hence members cannot possibly make a case against the employer by alleging discharge because of their membership in the Union, inasmuch as the person employed in his place must also be a Union member, or willing to join.

By conceding the right of the employer to decide the system under which work shall be done, we still reserve the right to negotiate with the employer as to the compensation we shall receive, and how the work shall be divided between the employees, and in the event of failure to agree, he is obliged to submit the case to arbitration, and we can, as a rule, secure a decision in proportion to the strength of our case, much depending upon the quality of the information we secure from competing factories.

Our experience so far seems to demonstrate that we can enjoy better wages and more freedom under our present system of

arbitration than was possible under the old strike method.

The Convention is called upon to pass upon the question as to whether our policy of conceding the right of the employer to hire and discharge, and to determine under what system work shall be done is correct.

WAGES IN UNION STAMP FACTORIES.

As a general proposition the degree of organization in any one trade determines whether wages are high or low, and where no organization exists there you will find the lowest standard of wages and the poorest conditions of employment, and where the greatest degree of organization exists the reverse of this is found. In the shoe trade the products of the various factories, no matter where located, meet for sale in the open market, consequently any wage proposition must be considered upon broad lines and not be influenced by local conditions entirely. There are some trades and callings purely local in their character in which under a high degree of organization locally, a high standard of wages and short hours of labor may be successfully maintained, while in the same trade or calling in another locality, a low standard of wages and long hours of labor exist, because the labor products from the two points do not compete in each market. For example, houses built in New York City are not sold in competition with houses built in San Francisco, while shoes made in all places are on sale in the open market. For this reason, your executive officers, ably sustained by your General Executive Board, adopted the policy of issuing the Union Stamp without requiring what is called a Union bill of wages to be established before issuing the Union Stamp. We have noticed quite a wide diversity of opinion expressed by our members upon this very important question. At first thought it would appear that the Union Stamp should stand for a Union bill of wages in any and all factories, and that we should issue the Union Stamp only to such factories as pay the highest standard of wages, and that the factories paying the lowest standard of wages should be shunned absolutely, but upon more mature

deliberation it becomes clear that to issue the Union Stamp, first, in the highest wage factory would have the effect of stopping the introduction of the Union Stamp completely, as no other manufacturer could be induced to pay an increased scale of wages upon the supposition that the Union Stamp might do him some good, and that he should be skeptical upon this point is but natural, as having first started with the highest wage factory the supply of Union Stamp shoes must of necessity be very small, hence the demand for Union Stamp shoes is equally small, then manufacturers may safely take the position that there is no demand for Union Stamp shoes, and thus our progress would be stopped where we began.

We were not long in discovering that manufacturers could not be induced to entertain our Union Stamp proposition, except under a guarantee of freedom from labor troubles, and upon our acceptance of existing wages at the time of organizing, leaving all future questions of wages subject to settlement by mutual agreement, and in case of failure to agree, then to arbitrate. Others, again, would not do business with us except under a guarantee that wages should not be changed for a stated time, except upon new styles of work, still others would not contract with us, fearing that a change of policy in the Organization would destroy the value of our contract, but in spite of all the varying opinions within the Organization, we have succeeded in making a splendid degree of progress, because the far seeing members of our Union who have given thought to the wage question and its relation to the Union Stamp, have been able to see that it is not protection against the high wage shops that we need, but that our danger lies in the direction of the low wage factories, and that it is there we must stop the downward trend of wages, and thus protect our wages in the higher paid factories, hence we should give our attention to the organization of the low wage factories and the issue of the Union Stamp to them as a means of preventing still further reductions, and bend our energies to promoting the sale of Union Stamp shoes, and to the complete organiza-

tion of the trade, using the Union Stamp as a means of identifying the products of union labor under which the right of the workers to negotiate wages is established first, and later on when a proper degree of organization is established that the Union Stamp shall stand, not for the limited right to negotiate a bill of wages, but for a uniform standard of higher wages.

Under no circumstances should the Union Stamp be bartered to the manufacturer for a trifling present increase in wages, neither should we undertake to issue our Union Stamp to a manufacturer at the present day for a considerable increase in wages, because the present condition of the shoe trade, in which the margin of profit is so small, that any increase in the cost of production must be taken out of the shoe, and this condition cannot be changed until almost complete organization of the craft has been secured, which will enable us to advance wages at all points at one and the same time, following the example of the leather trust, Standard Oil Company or any other combination that controls any commodity, and fixes its selling price. Intelligently handled, our Union Stamp will be a great factor in determining our future wages, but this Organization will have to hold our inexperienced and involuntary members with a firm hand to prevent them destroying the value of the Union Stamp as a wagemaking factor.

Under the policy of issuing the Union Stamp without changing the wage scale, or departing from the principle of fixing wages upon a competitive basis, factories using the Union Stamp enjoy a much longer period of activity each year than their competitors who do not use the Union Stamp, and thus our members, even without any increase, are employed a greater number of weeks per year than are the persons employed in non-union factories.

During the last three or four months the shoe business has been unusually dull, but out Union Stamp factories, as a rule, have been quite busy, and it has been noticeable that the workers employed in non-union factories, as well as the unemployed, have been

seeking membership in our Union, in the hope that they might secure employment in Union factories, so that they may have more steady work. To sum the whole proposition up in a few words, make it easy for the manufacturer to secure the use of the Union Stamp, and profitable to continue its use, by energetically and persistently advertising the Union Stamp upon broad and liberal lines, so as to make it absolutely a trade necessity, and thus force the non-union manufacturer to adopt the Union Stamp, or exercise his right to go out of business. By pursuing this policy complete organization in the shoe trade may be secured in a comparatively short time, much depending upon the rank and file of the shoe workers themselves, as to whether complete organization and higher wages is accomplished in a few years, or postponed indefinitely.

The Union Stamp and the policy governing its issue being important features of our Organization I have dwelt at some length upon the subject, and this Convention is called upon to deal in no uncertain terms upon the following important subjects:

First—Does this Convention authorize the liberal expenditure of money to place advertising agents in the field, to issue advertising matter and conduct an active campaign to promote the sale of Union Stamp shoes?

Second—Does this convention approve of the policy of issuing the Union Stamp to any and all factories under existing scale of wages at the time application is made for the use of the Stamp?

Third—Does this Convention approve of the policy of Local Unions and Councils making agreements with manufacturers under existing scales of wages for a definite time following the issue of the Union Stamp?

Fourth—Does this Convention recognize the right of the employer to hire and discharge for reasons sufficient to himself, after having agreed with us under contract to employ members of the Boot and Shoe Workers' Union in good standing?

Fifth—Does this Convention recognize the right of the employer to determine under

what system his work shall be performed, providing only that we shall have the right to negotiate with such employer as to the compensation we shall receive for the work done under such system as he may elect, subject to arbitration in case we fail to mutually agree?

Sixth—Does this Convention endorse the policy of organizing and issuing the Union Stamp in all factories, no matter where located, especially the lowest wage factories, and that the wage question in Union Stamp factories be of secondary importance, pending the highest possible degree of organization of the shoe workers, after which a union scale of wages should be fixed?

Having conceded to the employer what we believe to be reasonable rights which he should enjoy under existing conditions in the shoe trade, we will now consider concessions to which we believe we are entitled in the operation of Union Stamp factories.

We sometimes find manufacturers operating under our contract who manifest a disposition to restrict the legitimate and necessary work of the Organization, and who make the work of our collectors and business agents difficult and almost impossible in the collection of dues, and in the enforcement of a proper degree of discipline, and sometimes protecting the rebellious members in refusing to pay dues in accordance with the constitution and rules governing our members in Union Stamp factories, the effect of which is to strengthen the rebellious members in their opposition to union rules and setting a bad example, the net result of which is destructive to discipline, and eventually causes the manufacturer to become dissatisfied with the operation of a union factory, while, on the other hand, a large percentage of the manufacturers using our Union Stamp recognize our rights under the arbitration contract, and give our collectors and business agents their unqualified and hearty support, which serves notice upon the rebellious members that they can expect no sympathy from the employer, unless they conform to reasonable union requirements, and the result is much more harmonious relations all along the line, and general satis-

faction expressed by the manufacturers that it is more pleasant and profitable to operate a union factory than to deal with irresponsible and unreasonable persons.

We have another class of manufacturers who indulge in sharp practices in seeking to reduce wages and impose new conditions upon individual workers without the sanction of the Union, and in violation of the arbitration contract which provides against individual agreements and against reductions in wages, or the imposition of new duties, without the sanction of the local union or unions representing the various branches of the craft. This, too, is destructive of discipline and results in general dissatisfaction which makes the operation of a Union Stamp factory undesirable, both to the manufacturer and the workers, while, on the other hand, manufacturers who recognize our rights under the arbitration contract, and who deal with the Union in accordance with the letter and spirit of the contract enjoy all the advantages of running a union factory, as against the unsatisfactory and uncertain conditions that exist in non-union factories operated against the Union.

Briefly stated, we may say that, where both parties fully recognize the rights of the other, the operation of a Union factory is to be preferred both from the standpoint of the employer and the Union, the Union under the arbitration contract reserving only the right to negotiate for the compensation to be received for a specified method of doing the work and conceding every advantage to the employer, without being arbitrary, dictatorial or officiously interfering with the business of the employer.

TERM OF OFFICE.

The present definite and well established policy of our Organization makes it desirable that frequent elections, and possible frequent changes, which would endanger the policy of the Organization should be avoided. This is a subject upon which I have hesitated to address this Convention, fearing that my motive might be misconstrued, but upon more mature reflection, have decided that

where the future success of the Organization is at stake, personal considerations should count for little, and in line with our past policy, unhesitatingly recommend that the term of office be increased to four years, if for no other reason than to ensure the stability of our contracts, as many manufacturers have refrained from contracting with us, and some already under contract, entertain grave doubts as to the duration of our contracts because of frequent elections and the danger of a radical change in policy because of changes in the administration through the election of an entire new set of officers and General Executive Board.

For the purpose of overcoming this apparent weakness in our present system, I recommend that the office of General President, General Vice-President and three members of the General Executive Board be declared vacant during this Convention, and their successors elected before we adjourn to hold office for four years, and that in 1904, nominations be made in July and elect in November following, the General Secretary-Treasurer and four members of the General Executive Board by a referendum vote under the plurality plan, and that thereafter an election under the referendum system be held every two years, alternating, so that one-half of the General Board and General Officers be elected each two years, so as to make the term of office of each four years, beginning with the election to take place in 1904. I further recommend that three General Auditors be elected under the plurality vote at each election.

OUR VOLUNTARY MEMBERS.

While we have a great many voluntary members working in Union Stamp factories who are the main stay of correct unionism, and their influence where they are employed is valuable in keeping the inexperienced and insincere members upon the right track, I desire to say a word for our voluntary membership who are not employed in Union Stamp factories, and who make many sacrifices in behalf of our Organization. The cities of Cincinnati, Ohio and Chicago, Ills., under our old form of organization were

able to maintain but the skeleton of organization, while, since the adoption of high dues and benefits, they have outstripped all others in voluntary membership, and we are daily expecting that the manufacturers will follow the example of some of the other large shoe centers and adopt up to date methods and use the Union Stamp under our arbitration contract. While no other one place shows the same degree of voluntary membership, there are other places that are not behind in the quality of such membership, and I desire to testify to the valuable service rendered our Organization by many of our sincere workers who are hoping for a better future and striving for its attainment even against great odds.

REMOVED FROM THE UNFAIR LIST.

During the year 1901, the Hamilton-Brown Shoe Company, of St. Louis, Mo., was removed from the unfair list of the American Federation of Labor, where they had been for fourteen years, under an agreement with the firm that their employees were at liberty to seek membership in the Union and that they should not be discriminated against should they become Union members, and in the event of any grievance in the factory, efforts would be made to adjust the same, and failing to agree, the dispute would be submitted to arbitration. The recent adoption of the Union Stamp in the new factory which they are about to start coupled with the resignation of ex-Secretary Horace M. Eaton becoming superintendent of the new factory of the Hamilton-Brown Shoe Company is recent history and familiar to you all. This is the most striking evidence of a change of policy between the employer and the Union that we have yet experienced, and in my opinion goes far to justify the existence of our present form of organization.

The Thomas G. Plant Company, Roxbury, Mass., was also removed from the unfair list after conceding the right of their employees to hold membership in the Union and agreeing to submit all grievances to the Massachusetts State Board of Arbitration, when a settlement through a committee of the em-

ployees is not possible. This firm operates the only eight-hour shoe factory in the United States, and we are hopefully looking forward to the time when this factory may also be completely unionized and use our Union Stamp, but this will not be accomplished until such time as our unions accord this firm the same treatment as to the sale of their work as is enjoyed by other firms in the shoe trade who are not using the Union Stamp. The Plant Company complain that in a few places their goods are discriminated against because of the old trouble and that the shoe dealers handling their goods are not enjoying the same freedom to handle non-union goods as is accorded to shoe dealers handling other makes of shoes that do not bear the Union Stamp. If in any place our members are pursuing a course not in harmony with the letter and spirit of our agreement with the Plant Company, and consistent with our policy to promote the sale of Union Stamp shoes, to the exclusion of all others, we would advise that there be absolutely no difference made between the treatment accorded the Plant Company's products and that shown to other goods that do not bear the Union Stamp.

STILL ON THE UNFAIR LIST.

In November, 1898, the memorable strike in Marlboro, Mass., took place, and this contest, because of its duration and the many sacrifices made by the men and women engaged in the struggle makes this one of the most memorable disputes that ever occurred in the shoe trade between employer and employee. Since this lock-out took place, the firm of Rice & Hutchins and the products of their various factories have been on the unfair list of the American Federation of Labor, it being considered good policy to single out this one concern, and concentrate our efforts upon them rather than divide our forces by placing all the firms responsible for the Marlboro lock-out on the unfair list. The success attending our efforts in introducing our Union Stamp has been a most potent factor in making it unprofitable for the Rice & Hutchins Company to do business in opposition to the Union,

and inasmuch as we have only just begun to successfully introduce Union Stamp shoes, we are looking forward to the time when the Rice & Hutchins concern will be obliged to make overtures for peace, and while it may possibly take us a number of years to bring about this result, no effort will be spared to accomplish this end, and we advise that our organizers, Union Stamp advertising agents, as well as the active forces in the labor movement be liberally supplied with printed matter setting forth the attitude of Rice & Hutchins against the Union.

In connection with this Marlboro strike I have a recommendation to make which I trust this Convention will take favorable action upon, which is that an appropriation be made for the purpose of wiping out the debt that has hung over our Marlboro organization for nearly four years, and which has all along threatened the homes of such of our members as came through this contest owning property which could be attached by the creditors. This night-mare may be banished by an appropriation of \$..... which will be sufficient to wipe out the total indebtedness of \$....., as the parties having the claims have agreed to settle upon this basis.

SHOULD BE ON THE UNFAIR LIST.

For several years the firm of Burely & Stevens, Newburyport, Mass., has done business with our Cutters' Union existing in their factory, and from time to time we have agreed upon the wage scale, but immediately preceding and following such settlements the firm has indulged in the most systematic and persistent discrimination against the more active members in our Cutters' Local. Our ex-General Board member, J. A. Noyes, being one of their first victims and his brother, Joseph Noyes, and others followed later on, and now more recently Brother Bradbury, one of our good members, was discharged, and about the same time Brother Blaisdell, who was a delegate to our Rochester Convention, has fallen by the way-side as a result of the insidious and destructive methods of this firm.

We have spent some time with our Cutters' Local in Newburyport for the purpose of causing the reinstatement of the last named brothers, and it appears that the local is intimidated by the methods of the firm and fear to make a stand for the reinstatement of their brother workmen. The local was apparently anxious to take up this fight without resorting to the usual peaceful methods of bringing about a settlement, but when we had exhausted all our resources to effect a settlement and asked the local union in two different communications if they were prepared to make a stand, providing the General Executive Board guaranteed them financial assistance in support of a strike, we have not been able to receive an answer to our letters, and we learn that the Union refused the dues tendered by Brother Blaisdell. Later on we wrote to the Union saying that the indifference they manifested in this important matter would in all probability compel us to ask the General Executive Board to order a strike under Section 81 of the Constitution, even without their consent, and to this communication we have received no reply. The Lasters' Union in Newburyport (whose members were employed in the same factory) was forced out of existence by precisely the same methods as the firm pursued in the case of the cutters, and notwithstanding all the professions of friendship for organized labor indulged in by this firm, it is my firm conviction that they have a deep-seated prejudice against the Union and will not tolerate it in their factory if persistent and long drawn out persecution will drive it out of existence. I therefore recommend that this Convention declare the firm of Burley & Stevens, Newburyport, Mass., to be unfair and that the American Federation of Labor be requested to place this firm upon the unfair list, unless it is shown beyond a doubt that they are not hostile to the labor movement, and I recommend that all persons employed in this factory be requested to leave their employment and that ample financial assistance be provided for their support.

EXCUSES SUBSTITUTED FOR THE UNION STAMP.

Shoe manufacturers, shoe drummers, jobbers and retailers, as well as some clerks in retail shoe stores, indulge in some of the most ridiculous excuses to account for the absence of the Union Stamp on their non-union and convict-made goods which they have for sale. The number of such excuses would be too great to enumerate here, chief amongst which I will mention the following: That the Union charges a royalty for the use of the Union Stamp; that the Union charges a bill of wages for labor which would compel the manufacturer to charge an extra price for shoes or else cheapen the stock so as to impair their value; that the Union Stamp is only used on men's work and not on anything else, or that the Union Stamp appears on everything except children's shoes, and still others again say that the Union Stamp is not used on high-priced shoes, and others that the goods are made by union workmen exclusively, but that they do not use the Union Stamp. Every one of the foregoing excuses to account for the absence of the Union Stamp are unqualifiedly false, and is a further evidence of the extremities to which dealers in non-union shoes are driven because of the increased demand for Union Stamp shoes, all of which goes to show that we have only to keep the work going to achieve unbounded success. The natural attitude of shoe dealers is to place on sale the shoes having the most features to promote their sale, providing there is no difference in price.

LAW CASES.

In only two cases have we been obliged to go to law to recover the Union Stamp from manufacturers for failure to comply with the contract governing its use, both of which cases occurred in the Dominion of Canada. First that of F. J. Weston & Sons, Toronto, Ont., who, when their employees became in arrears for dues and were suspended, refused to discharge them and employ members of the Union in good standing, as re-

quired by Section 2 of the contract, but after giving them every opportunity to carry out their agreement they failed, and refused to return the Union Stamp as required by the contract, then legal steps were taken for its recovery, and after several months' delay the firm agreed to return the Union Stamp and to pay their own costs if we would accept delivery of the Stamp and pay our own legal costs. Upon the advice of our lawyers, Messrs. Lobb & Biard, of Toronto, a settlement was made upon this basis. The next case was that of Seguin, Lallme & Co., of St. Hyacinthe, Quebec, for practically the same reasons, only upon a more extensive scale, and they secured delay through legal technicalities, but finally surrendered the Union Stamp to our lawyers, Messrs. Hall, Brown, Small & Sharp, of Montreal, but at this writing the case is still pending and no conclusion has been reached. Meanwhile the firm failed.

J. G. Sattler, retail shoe dealer, of Buffalo, N. Y., was found making use of one of our electrotypes to stamp the lining of non-union shoes, and we placed this case in the hands of Frederick Haller, Assistant District Attorney of Buffalo, and after some weeks' delay, he advised a settlement upon Mr. Sattler paying damages to the extent of \$25.00, which we agreed to.

SHOE TRADE SUPPLIES.

A few months ago an organizer of the American Federation of Labor, at Lynn, Mass., organized a local union of Counter Makers and also a local union of Heel Makers, and attached them to the Amalgamated Leather Workers' Union. Upon learning this we wrote to President Gompers of the American Federation of Labor, protesting against this invasion of our jurisdiction, after which the Amalgamated Leather Workers surrendered the two local unions, but upon advice from the organizer they applied to the American Federation of Labor for a charter as shoe trade supply workers, and the case came up before the Executive Council of the American Federation of Labor at its meeting in Washington, D. C., during last April, and we were represented by a delegation

consisting of General Board Member Walls, representing the Central Labor Union, and Joint Council Secretary August Hopkins, of Brockton, Mass., representing the Council. Elmer F. Robinson and S. T. Hilliard, representing the Joint Shoe Council in Lynn, and Brother J. E. Donovan, representing the Haverhill Central Labor Union, who, together with your General President, appeared before the Executive Council and set forth reasons why the granting of a charter to shoe trade supply workers would divide jurisdiction in the shoe factories to such an extent as to make our arbitration contract of little value. Evidently the Council agreed with our statements, as jurisdiction was decided in our favor. Since that time we have organized several factories dealing in shoe trade supplies, such as box toes, facings, back stays, tongues, welting, shoe dressings, etc., and manufacturers of such supplies, and their employees are taking quite a good deal of interest in our Organization so as to take advantage of such demand as there may be for union supplies which they manufacture. We have issued paper labels to paste on boxes and cartons, and have also issued rubber stamps as follows:

BOOT & SHOE WORKERS' UNION

Union Factory No. A 4,

J. F. Tobin, G. P.

The letter A indicating shoe trade supplies and the figures indicate the number of the factory using the label. You are asked to approve or disapprove this label system, it being understood that goods bearing this Stamp are to be given preference only when in the opinion of the purchaser the quality and price is equal to other goods not bearing the Stamp.

JURISDICTION OVER RUBBER FOOTWEAR MAKERS.

At the Louisville Convention of the American Federation of Labor a resolution was introduced calling upon the Executive Coun-

all of the A. F. of L. to organize a National Union of Rubber Workers. This resolution was, no doubt, inspired by the existence of a federal labor union of rubber footwear makers composed of the employees of the Hood Rubber Co., Watertown, Mass., and the author of the resolution had in mind that rubber footwear makers were distinct and separate from the shoe workers on leather goods, but we have contended all along that rubber footwear being sold by the same jobbers, the same retailers and worn by the people the same as other footwear, whether made of leather, cloth or other material, and made to conform to the same shapes as leather goods and made in factories separate and distinct from factories making other kinds of rubber commodities. There is a distinct relationship between the makers of rubber and leather footwear, which, in all fairness justifies us in having jurisdiction over this class of shoemaking.

At the Convention of the American Federation of Labor held in Scranton last December, our delegates, Secretary Eaton and General Vice-President Collis Lovely, did everything within their power to have jurisdiction accorded to us, but because of the immense pressure of business at the Convention there was no time for a fair consideration of the question, and the Committee on Executive Council's report, to which the matter of jurisdiction over the rubber footwear makers was referred, are recorded in the proceedings of the Scranton Convention on page 244 as follows:

"HAVING NO TIME AT OUR DISPOSAL TO GIVE A HEARING TO THE REPRESENTATIVES OF THE BOOT AND SHOE WORKERS AND RUBBER WORKERS, WE ARE CONSTRAINED TO REFER THE DECISION OF THE EXECUTIVE COUNCIL AND RESOLUTION NO. 165 TO THIS CONVENTION WITHOUT RECOMMENDATION."

This report was made on Saturday night, the 9th and last day of the convention, when there was a tremendous rush of business and all the delegates anxious to dispose of all questions in some manner and get away to their homes, so that no lengthy discussion was possible, and the statement of one of the delegates in opposition to our contention,

who said that the shoe workers were never heard claiming jurisdiction over the rubber footwear makers until they had 500 or 600 members was allowed to go unchallenged, while in fact the Rubber Workers' Union was paying tax to the A. F. of L. on 100 members; and even with all the unfavorable circumstances the report of the committee was adopted by a vote of only 63 to 45, which might easily have been reversed had there been sufficient time to discuss this question upon its merits.

This Convention is asked to consider this matter carefully and to send a full delegation to the next Convention of the A. F. of L., at New Orleans, La., next November, with instructions upon this important subject, and the delegates should be elected at this Convention, as the result of our general election will not be known in time.

I might say in connection with this matter that the delegation that went to Washington on the matter of jurisdiction over shoe trade supply workers expected to meet a delegation from the Watertown Rubber Workers' Union, as the Executive Council had decided to hear our case at its April session, but the Watertown delegation did not put in an appearance, and we were obliged to content ourselves with making a brief statement of our case, and we learn since that the Council decided not to reverse the decision of the Scranton Convention.

JOINT COUNCILS.

Our present Council Rules have proved generally satisfactory, and there appears to be no need to increase or curtail their functions in any particular.

INDEPENDENT UNIONS.

We have had more than our share of contention with Independent Unions, together with the misrepresentations which they chose to indulge in, but I am pleased to be able to report that one by one the Independent Unions are falling into line with us.

On March 5, 1901, we entered into an agreement with the Lasters' Protective Union, an independent organization which was formed about 1897, under which agree-

ment they withdrew their Lasters' Union Stamp and we agreed to recognize their cards in union factories, and that when we showed a membership of 20,000 in good standing they would surrender their organization and take out charters from the Boot and Shoe Workers' Union.

We have maintained the most friendly relations with the L. P. U. since this agreement was made, and indications now point to the solution of this problem by the issue of charters to the Lasters' locals. On March 31, 1900, we made an agreement with the Knights of Labor Cutters' Assembly of Lynn, Mass., to recognize their cards in the Union Stamp factories of Lynn until such time as we had 250 cutters employed in Union Stamp factories in that city, at which time it was agreed that the 250 cutters should be organized under the Boot and Shoe Workers' Union and have jurisdiction over the cutters' wages in the Union Stamp factories of Lynn, and until such time as the cutters are chartered by our Organization, the Knights of Labor cutters are to have jurisdiction over cutters in Lynn factories, and no contract for the Union Stamp to be made except under the cutters' standard of wages. We have found it difficult to make progress in Lynn, because the policy pursued by the Knights of Labor demands a fixed standard of wages in the Union Stamp factories, and several manufacturers being unwilling to pay this standard, we are not making that degree of progress in Lynn which we otherwise would, still in spite of all the obstacles in our way we have nearly 200 cutters employed in Union Stamp factories in Lynn and indications point to the early termination of our agreement, under the 250 clause referred to above.

In the cities of New York and Brooklyn there are some Independent Unions that from time to time consider the question of joining the National Union, providing our laws can be changed to suit their ideas of what an organization should be. They evidently have an idea that our Executive Officers can make the laws. In the city of Montreal, Quebec, there exists an independent union of shoe workers which has the

active sympathy of the manufacturers in that city who do not use the Union Stamp, and who seek to destroy its value to our Organization by co-operating with our enemies, but in spite of this we are steadily and surely forging ahead, and according to our present degree of progress every vestige of independent unions in the shoe trade will be with us within a few years.

STRIKES WITH FINANCIAL AID.

Since our Rochester, N. Y., Convention, in June, 1899, we have had but three strikes in the shoe trade within the entire jurisdiction of our Organization which called for financial assistance in accordance with our Constitution, one of which strikes occurred in the factory of Selz, Schwab & Co., Elgin, Ill., involving 88 persons, with a total expenditure for strike benefits of \$267.74, the strike lasting two weeks.

A strike with financial assistance occurred in the cutting department of the Selz, Schwab & Co., Chicago, Ill., involving 50 cutters, 15 of whom secured jobs elsewhere and did not draw benefits. Total expenditure in strike benefits was \$187.20, the strike lasting three weeks. The third strike occurred in the village of Contrecoeur, Province of Quebec, about 30 miles from Montreal, involving 22 turn workmen in different small shops making infants' turns, the persons involved being members of the Turn Workmen's Union of the City of Montreal, the smallest number involved in the strike being 6 and the greatest number being 22. This strike has been on since September 10th, 1901, and we are at present paying strike benefits to 6 persons, the others having gone to work under a settlement made with the employers on terms satisfactory to the union, and it is expected that the remainder will soon be employed under a favorable settlement.

Cost of this strike to May 31st, 1902, was \$1,463.86.

Total strike benefit paid during the past three years, \$1,918.80.

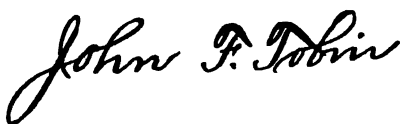
You will agree that this record is a remarkable one. For shoe workers to go through three years with an average of one strike per year and involving financial ex-

penditure in support of the strike to such a limited extent has never been equaled. We have had some other contests, but none of and great magnitude, almost all of which have been settled to the advantage of the Union and none of which called for financial assistance from the General Union, and in no case has there been a stoppage of work because of a labor dispute in any factory using our Union Stamp.

In the closing days of the fiscal year just ended, our Lynn Council requested financial assistance in support of 12 lasters likely to be involved in a wage dispute in the factory of A. F. Smith & Co., of Lynn, Mass., which was granted, but our latest information is to the effect that a settlement is likely to be reached with the firm without calling the men out, and on May 29, 1902, through the representations of General Vice-President Collis Lovely, three employees of Wernecke & Webb, of Denver, Colorado, were authorized to strike with financial assistance, but at this writing we have not learned whether the men have been called out or not. If it should be our good fortune to make a no strike record equal to the foregoing during the next three years, it is fair to predict that the same relative degree of gain in membership and revenue will be possible, and further demonstrate the fact that through arbitration better wages may prevail and less suffering be our portion than under the strike method.

Having touched upon the most important matters concerning our Organization, and holding myself in readiness to convey such other information to this Convention as it may desire, and that may be within my power, I leave it to you to make such plans for our future as may appeal to your judgment, and with full confidence in the wisdom of the delegates here assembled, I remain,

Sincerely and fraternally yours,



General President.

Supplementary Report of the General President.

Since writing the foregoing report we have made overtures for a settlement of the Rice & Hutchins contest.

Just before leaving Boston for this Convention a conference was held with Mr. Wm. B. Rice, during which both sides manifested the best of feeling and expressed a desire to reach a friendly settlement and arrangements were made for a further conference on our return to Boston.

We advise that such action as this Convention may take in the Rice & Hutchins matter will be subject to pending negotiations.

A. F. Smith Strike Settled.

The A. F. Smith strike, which was in prospect when the above report was written, took place, and a settlement was reached on an agreement to arbitrate.

Strike benefit was paid for one week, which was the duration of strike, but the contest occurring in this fiscal year, the financial part will be dealt with in a future report.

JOHN F. TOBIN,
General President.

Referred to the Committee on Officers' Report.

Secretary Balne stated he had just received the following telegram:

St. Louis, Mo., June 16, 1902.
Boot & Shoe Workers' Union Convention,
Detroit, Mich.:

Congratulations on your splendid progress and magnificent prospects. Best wishes for your complete success.

(Signed) HORACE M. EATON.

Delegate Lovely moved that the Convention grant Brother Eaton an honorary membership card and that the President be instructed to wire Brother Eaton to that effect. Carried unanimously.

Delegate Heuver moved to adjourn to 2 p. m.

First Day—Afternoon Session.

Called to order at 2 p. m.
Roll call showed Delegates Allen, Ander-

son (210), Battles, Carson, Falvey, Ludwick, Lynch, Miller and Wilder, absent.

President Tobin introduced Gustave Dihle, representing the Cigarmakers' Union, who addressed the Convention in the interest of the Union Label of his own and other trades.

President Tobin asked the Convention to agree to the appointment of seven members on each committee instead of five, as provided by the constitution.

Delegate Jones moved that the Convention accept the recommendation. Carried.

The chair stated that it was the intention of the Secretary to have the proceedings of the Convention printed daily and asked the Convention to decide the number of copies to be printed.

Delegate Lowell moved that the Secretary be instructed to have 500 copies of the daily edition printed. Carried.

Delegate Lovely moved that 1,000 copies of the complete proceedings be ordered, and any additional number be left to the discretion of General Secretary. Carried.

The General President called for the report of the General Secretary-Treasurer.

REPORT OF THE GENERAL SECRETARY-TREASURER.

Mr. President and Delegates:

My appointment to the position of General Secretary-Treasurer, a position so ably filled by my predecessor, Horace M. Eaton, taking me from a field of local work to the cares and responsibilities of our Organization in its international scope, has brought me thus far only to a partial realization of the magnitude of our undertaking and the intricate detail work necessary to the steady progress of our Union through its well defined policy to the goal of its ultimate aims and objects. It will be my constant effort, by persistent application to the duties of my office, to contribute my share in the guidance of our Union successfully through the much larger proportion which it is soon to take, and with the co-operation of the members, which I here earnestly request, and the aid of the wide experience of my colleague, President Tobin, and the members of the General Executive Board, which I have received from the beginning, I feel confident of being able to demonstrate by results my appreciation of your trust. The upbuilding of our Union depending principally upon Union Stamp demand, all available money should be spent

in this direction, placing competent men to cover the entire country at work among the shoe dealers, labor organizations and fraternal societies, making special effort to establish Woman's Label Leagues in order that the Union Stamp may receive the attention of the purchasers of the household, the women. Our members should take the initiative in upholding the interests of the Union Stamp in the central bodies of the cities and towns where our Locals are established, and they should be constantly educated by the officers and prominent workers of our Union to a conception of the policy of the International Organization, to a broader view of the labor movement, which will bring the knowledge that consistent loyalty, energy and patience are absolute essentials to the attainment of power in organization.

The American Federation of Labor is today as firmly established as any of our nation's institutions. Its perpetuity and progress is assured. Union Stamp demand will increase, as will also competition among shoe manufacturers, forcing them to adopt the only advantage in the shoe trade, the Union Stamp, with our guarantee of justice, arbitration and no strikes.

The one indispensable feature to the perfecting of our Organization is the education of our membership to become appreciative of this fact, that our Union in its growing state is able only to maintain wages and conditions which are competitive, and only upon its full development can it materially raise the wages and better the conditions of its members.

UNION STAMP POLICY.

The plan we have pursued of granting the Stamp to manufacturers without requiring changes in prices or conditions other than the changed conditions caused by the provisions of the Union Stamp Contract have been responsible for a great part of our progress. Our object being to get international control of the labor in the shoe trade, it is quite evident that the end can be reached in but two ways: through the shoemakers voluntarily joining the Union in sufficient numbers, and by making the Union Stamp the incentive for the manufacturers to turn their employees over to the Organization. The latter way is the quickest, consequently the best, and no restrictions should be placed upon the speed with which the Organization grows through this channel. Manufacturers must be granted the Stamp upon application, without regard to wages paid or conditions existing in the factory at the time of application, or our Union cannot fulfill its mission. The faster we get the factories the nearer we approach the point of power we seek, and any attempt to use the Organization in Union Stamp factories to raise the prices materially higher than the prices in non-union shops will check further applications for the Stamp, and we would have but few shoemakers, relatively.

benefited by the Organization. If Union Stamp shoes cost more to make, they will cost more to buy, and will be placed upon the market at a disadvantage to the non-union shoe as to price, thereby discouraging the dealer who would promote the sale of Union Stamp shoes, everything else being equal, and the Trade Unionist consumer, who would take exceptions to paying more for shoes because of the Union Stamp, resulting in decreased Stamp demand.

JOURNAL.

Our Journal has answered well its purpose as an educator to our members and in promoting the interests of the Union, its originality in the broad grasp of the labor movement, its conservatism and promotion of arbitration in labor disputes, and efforts to teach our members that co-operation with the employer for mutual interests is better for both than strikes, has brought many words of commendation from the press, trade papers and magazines from all parts of the country.

Through a late decision of the postal authorities we had been notified that all advertisements being carried in our Journal must be dropped in order that they may be sent as second-class matter. The cost of sending as second-class matter was one cent per pound, amounting to about \$50.00 per month. To be sent as first-class matter would entail a cost of \$400.00 per month, which is more than the revenue derived from our advertisements.

I would suggest that the Convention pass upon the following questions: Shall we continue mailing the Journal to each member at a cost of two cents each, amounting to about \$400.00 per month, and retain the advertisements? Shall we mail to the members as second-class matter and exclude the advertisements? Or shall we send the Journal by express to the Secretaries of the various Unions to be distributed through the factories by the local agents or collectors at a probable cost of \$55.00 per month, and retain the advertisements?

Believing that Shoe Workers' Journal would be a more appropriate name than the Union Boot and Shoe Worker, I recommend that this change be made.

The following figures show the cost of printing the Journal for the last twelve months:

| | | |
|----------------------|---------------|-----------|
| June, 1901..... | 15,000 copies | \$ 575.00 |
| July, 1901..... | 15,000 copies | 575.00 |
| August, 1901..... | 15,000 copies | 575.00 |
| September, 1901..... | 15,000 copies | 575.00 |
| October, 1901..... | 15,000 copies | 575.00 |
| November, 1901..... | 16,500 copies | 620.00 |
| December, 1901..... | 16,500 copies | 620.00 |
| January, 1902..... | 24,000 copies | 1,095.00 |
| February, 1902..... | 20,000 copies | 921.87 |
| March, 1902..... | 20,000 copies | 921.87 |
| April, 1902..... | 20,000 copies | 920.00 |
| May, 1902..... | 20,000 copies | 940.00 |

\$8,913.74

The following is the financial statement of receipts and expenditures from June 1st

OLD SYSTEM.

June, 1899.

| | Dr. | Cr. |
|---|-----------------|------------------|
| On hand June 1st..... | \$294.02 | ..... |
| Received from tax and supplies | 486.11 | ..... |
| Rent | | \$ 50.00 |
| Salary and expense of general officers..... | | 308.58 |
| Printing | | 45.25 |
| Office supplies..... | | 26.67 |
| Donation to Marlboro strike | | 50.00 |
| General auditors..... | | 22.99 |
| Office repairs..... | | 39.53 |
| By balance..... | | 237.20 |
| | <u>\$780.13</u> | <u>\$ 780.13</u> |

July, 1899.

| | | |
|---|-------------------|-------------------|
| To balance..... | \$237.20 | ..... |
| Received from tax and supplies | 326.20 | ..... |
| Received from loans..... | 500.00 | ..... |
| Rent | | \$ 50.00 |
| Salary and expense of general officers..... | | 399.80 |
| Printing account..... | | 70.00 |
| Office repairs..... | | 136.24 |
| Office supplies..... | | 35.66 |
| Office help..... | | 23.00 |
| Miscellaneous | | 2.66 |
| By balance..... | | 346.04 |
| | <u>\$1,063.40</u> | <u>\$1,063.40</u> |

August, 1899.

| | | |
|---|-----------------|------------------|
| To balance..... | \$346.04 | ..... |
| Received from tax and supplies | 292.42 | ..... |
| Received from loans..... | 250.00 | ..... |
| Received from miscellaneous | 21.52 | ..... |
| Rent | | \$ 50.00 |
| Salary and expense of general officers..... | | 300.08 |
| Office repairs..... | | 47.61 |
| Journal | | 30.00 |
| Office supplies..... | | 44.16 |
| Office help..... | | 32.00 |
| Miscellaneous | | 4.78 |
| By balance..... | | 401.35 |
| | <u>\$900.98</u> | <u>\$ 900.98</u> |

September, 1899.

| | | |
|---|-----------------|------------------|
| To balance..... | \$401.35 | ..... |
| Received from tax and supplies | 344.82 | ..... |
| Received from loans..... | 100.00 | ..... |
| Rent | | \$ 50.00 |
| Salary and expense of general officers..... | | 296.19 |
| Printing account..... | | 200.00 |
| Office supplies..... | | 10.40 |
| Special organizing..... | | 116.69 |
| Bond of Secretary-Treasurer | | 25.00 |
| Office help..... | | 40.00 |
| Miscellaneous | | 3.25 |
| By balance..... | | 104.64 |
| | <u>\$846.17</u> | <u>\$ 146.17</u> |

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GENERAL FUNDS

| | Dr. | Cr. |
|-----------------------------------|--------------|--------------|
| September, 1899, to receipts..... | \$ 129.34 | |
| October, 1899, to receipts..... | 406.28 | |
| November, 1899, to receipts..... | 1,219.63 | |
| December, 1899, to receipts..... | 1,207.91 | |
| January, 1900, to receipts..... | 2,281.02 | |
| February, 1900, to receipts..... | 2,731.50 | |
| March, 1900, to receipts..... | 2,980.30 | |
| April, 1900, to receipts..... | 2,703.81 | |
| May, 1900, to receipts..... | 2,870.75 | |
| June, 1900, to receipts..... | 3,220.09 | |
| July, 1900, to receipts..... | 3,124.27 | |
| August, 1900, to receipts..... | 4,163.55 | |
| September, 1900, to receipts..... | 4,022.52 | |
| October, 1900, to receipts..... | 4,314.15 | |
| November, 1900, to receipts..... | 4,080.00 | |
| December, 1900, to receipts..... | 4,308.48 | |
| January, 1901, to receipts..... | 4,911.73 | |
| February, 1901, to receipts..... | 5,069.20 | |
| March, 1901, to receipts..... | 6,007.35 | |
| April, 1901, to receipts..... | 5,756.92 | |
| May, 1901, to receipts..... | 5,861.60 | |
| June, 1901, to receipts..... | 5,632.22 | |
| July, 1901, to receipts..... | 6,313.39 | |
| August, 1901, to receipts..... | 7,952.57 | |
| September, 1901, to receipts..... | 7,748.84 | |
| October, 1901, to receipts..... | 8,553.83 | |
| November, 1901, to receipts..... | 9,268.11 | |
| December, 1901, to receipts..... | 8,528.29 | |
| January, 1902, to receipts..... | 11,657.05 | |
| February, 1902, to receipts..... | 11,110.04 | |
| March, 1902, to receipts..... | 11,853.64 | |
| April, 1902, to receipts..... | 10,209.82 | |
| May, 1902, to receipts..... | 11,756.45 | |
| To strike assistance Fund..... | | \$ 60,315.19 |
| To Sick and Death Fund..... | | 60,321.17 |
| To General Expense Fund..... | | 61,358.82 |
| | \$181,994.68 | \$181,994.68 |

GENERAL EXPENSE FUND.

| | | | | | |
|--|-----------|-------------|--------------------------------------|--------------|--------------|
| September 1, 1899, to May 31, 1902. | | | | | |
| | Dr. | Cr. | | | |
| To balance from "Old System"..... | \$ 104.64 | | By office help..... | | 9,681.07 |
| To tax and supplies, "Old System"..... | 404.10 | | By office supplies..... | | 4,789.05 |
| To loans..... | 729.37 | | By expressage..... | | 926.77 |
| To advertisers..... | 4,905.06 | | By postage..... | | 3,698.97 |
| To interest..... | 694.51 | | By telephone and telegraph..... | | 323.00 |
| To miscellaneous..... | 756.77 | | By advertising..... | | 13,881.17 |
| To General Funds..... | 61,358.32 | | By special organizing..... | | 21,436.78 |
| To balance..... | 33,672.09 | | By General Executive Board..... | | 198.17 |
| By rent and light..... | | \$ 3,050.50 | By inspectors of election..... | | 501.87 |
| By salary of general officers..... | | 6,387.17 | By counsel fees..... | | 1,250.00 |
| By expense of general officers..... | | 3,763.81 | By American Federation of Labor..... | | 1,850.00 |
| By printing..... | | 28,461.07 | By miscellaneous..... | | 1,005.00 |
| | | | By loans..... | | 1,128.25 |
| | | | By general Auditors..... | | 287.50 |
| | | | | \$102,624.86 | \$102,624.86 |

STRIKE ASSISTANCE FUND.

| | Dr. | Cr. |
|-----------------------------------|----------|-----|
| September, 1899, to receipts..... | \$ 37.84 | |
| October, 1899, to receipts..... | 135.07 | |
| November, 1899, to receipts..... | 394.81 | |
| December, 1899, to receipts..... | 401.72 | |
| January, 1900, to receipts..... | 754.37 | |

| | | |
|-----------------------------------|-------------|-------------|
| February, 1900, to receipts..... | 907.78 | |
| March, 1900, to receipts..... | 985.26 | |
| April, 1900, to receipts..... | 891.35 | |
| May, 1900, to receipts..... | 950.58 | |
| June, 1900, to receipts..... | 1,062.22 | |
| July, 1900, to receipts..... | 1,024.49 | |
| August, 1900, to receipts..... | 1,383.18 | |
| September, 1900, to receipts..... | 1,331.39 | |
| October, 1900, to receipts..... | 1,425.02 | |
| November, 1900, to receipts..... | 1,333.58 | |
| December, 1900, to receipts..... | 1,423.71 | |
| January, 1901, to receipts..... | 1,626.46 | |
| February, 1901, to receipts..... | 1,680.65 | |
| March, 1901, to receipts..... | 1,989.89 | |
| April, 1901, to receipts..... | 1,910.31 | |
| May, 1901, to receipts..... | 1,942.25 | |
| June, 1901, to receipts..... | 1,863.18 | |
| July, 1901, to receipts..... | 2,093.88 | |
| August, 1901, to receipts..... | 2,627.99 | |
| September, 1901, to receipts..... | 2,564.78 | \$ 66.88 |
| October, 1901, to receipts..... | 2,834.78 | 285.76 |
| November, 1901, to receipts..... | 3,080.37 | 512.01 |
| December, 1901, to receipts..... | 2,831.37 | 243.74 |
| January, 1902, to receipts..... | 3,875.68 | 282.72 |
| February, 1902, to receipts..... | 3,696.77 | 177.99 |
| March, 1902, to receipts..... | 3,939.17 | 133.96 |
| April, 1902, to receipts..... | 3,411.05 | 100.32 |
| May, 1902, to receipts..... | 3,904.24 | 115.52 |
| | | <hr/> |
| | | \$ 1,918.80 |
| By balance..... | | 58,396.39 |
| | | <hr/> |
| | \$60,315.19 | \$60,315.19 |

SICK AND DEATH BENEFIT FUND.

| | Dr. | | Cr. |
|---|----------|------------------|-------------------|
| | | Sick Benefit. | Death Benefit. |
| September, 1899, to General Funds.....\$ | 37.84 | | |
| October, 1899, to General Funds..... | 135.07 | | |
| November, 1899, to General Funds..... | 394.80 | | |
| December, 1899, to General Funds..... | 401.72 | | |
| January, 1900, to General Funds..... | 754.37 | | |
| February, 1900, to General Funds..... | 907.78 | | |
| March, 1900, to General Funds..... | 985.26 | \$ 3.00 | |
| April, 1900, to General Funds..... | 891.35 | 33.00 | \$ 50.00 |
| May, 1900, to General Funds..... | 950.58 | 63.00 | |
| June, 1900, to General Funds..... | 1,062.22 | 126.00 | 50.00 |
| July, 1900, to General Funds..... | 1,024.49 | 153.00 | 50.00 |
| August, 1900, to General Funds..... | 1,383.18 | 298.78 | |
| September, 1900, to General Funds..... | 1,331.40 | 281.98 | |
| October, 1900, to General Funds..... | 1,425.02 | 296.85 | |
| November, 1900, to General Funds..... | 1,333.59 | 364.29 | |
| November 16, 1900, to refund Sick Benefit.. | 6.00 | | |
| December, 1900, to General Funds..... | 1,423.71 | 335.14 | 50.00 |
| January, 1901, to General Funds..... | 1,626.46 | 301.71 | 50.00 |
| February, 1901, to General Funds..... | 1,680.65 | 379.92 | 100.00 |
| March, 1901, to General Funds..... | 1,989.89 | 443.42 | 200.00 |
| April, 1901, to General Funds..... | 1,910.31 | 441.42 | 50.00 |
| May, 1901, to General Funds..... | 1,942.25 | 597.15 | 100.00 |
| June, 1901, to General Funds..... | 1,863.18 | 491.35 | 50.00 |
| July, 1901, to General Funds..... | 2,093.88 | 456.61 | |
| August, 1901, to General Funds..... | 2,628.00 | 472.70 | 250.00 |
| September, 1901, to General Funds..... | 2,564.78 | 517.80 | 150.00 |
| October, 1901, to General Funds..... | 2,834.78 | 872.51 | 100.00 |
| November, 1901, to General Funds..... | 3,080.37 | 859.11 | |
| December, 1901, to General Funds..... | 2,831.37 | 721.66 | 150.00 |
| January, 1902, to General Funds..... | 3,875.68 | 819.43 | 150.00 |
| February, 1902, to General Funds..... | 3,696.76 | 1,106.42 | 50.00 |

| | | | | |
|------------------------------------|--------------------|--------------------|-------------------|--------------------|
| March, 1902, to General Funds..... | 3,939.15 | 1,758.73 | 150.00 | ..... |
| April, 1902, to General Funds..... | 3,411.05 | 2,356.09 | 100.00 | ..... |
| May, 1902, to General Funds..... | 3,904.23 | 2,984.71 | 250.00 | ..... |
| | | <u>\$17,535.78</u> | <u>\$2,100.00</u> | |
| By balance | | | | \$19,635.75 |
| | | | | <u>40,685.39</u> |
| | <u>\$60,321.17</u> | | | <u>\$60,321.17</u> |

DIVISION OF FUNDS.

It is essential that more money be allowed for general expenses in order that greater effort be made to promote the interests of the Organization to more extensive advertising, and in the employment of more men to do road-work among the dealers and Unions, to increase the sale of Union Stamp shoes. Our Strike Fund has reached the amount of \$58,396.39. The total calls upon the Strike Fund to date amount to \$1,918.80. The strike liabilities being small, in all probability the present amount will be sufficient to meet the demands, so I recommend that Section 64 of our Constitution be amended so that the sum of sixty thousand dollars (\$60,000) be held in reserve in the Strike Fund, to be replenished at the end of each month by an amount equal to that paid out during that month, and section 89 be so amended that members in good standing who are out on legally authorized strikes shall receive the fixed sum of \$4.00 per week.

SICK AND DEATH BENEFITS.

It is especially noted that during the recent dull period the payment of sick benefits has been large, and it would seem necessary that this Convention make more rigid laws bearing upon the investigation of claims, so that the funds may be secure against fraud. Doctors' certificates are not good evidence that the claims are genuine, but in view of the fact that some trouble is experienced by the refusal of members to serve on visiting Sick Committees, claims have been paid on receipt of certificate in order that the beneficiary might receive the money without delay. I recommend that Section 65 of our Constitution be amended by striking out the word "fiscal" and the words "June 1st to May 31st," so that a member can receive but 13 weeks' benefit during one year. This section, at present, is construed by certain members who were drawing benefits previous to May 31st as permitting them to file another claim, thus making possible a payment of 26 weeks in one year instead of 13, which was clearly the intention of the Rochester Convention.

CONCLUSION.

The information contained in the foregoing financial report, coupled with the experience which we have gained during the past three years, should be sufficient to guide us in shaping our future course.

In view of the short time that I have been

acting in the capacity of General Secretary-Treasurer, it might appear to be presumption on my part to offer any further advice at this time, therefore such matters as I have not touched upon in this report, I leave to the wisdom of the Convention to deal with, feeling confident that you will all be actuated by a desire to still further strengthen and solidify our Union.

I extend to my associates in office, as well as to the officers and members of our various Local Unions, my appreciation for the valuable assistance which I have received at their hands, and the spirit of co-operation which they have at all times manifested.

Assuring you of my unbounded faith in our present organization, and believing that the future holds in store greater possibilities than most of us dare hope for, I remain

Faternally yours,

C. L. BAINE.

General Secretary-Treasurer.

Referred to the Committee on Officers Reports.

The Committee on Protested Credentials made the following report:

REPORT OF COMMITTEE ON PROTESTED CREDENTIALS.

We, the Committee, report favorably on the certificates of the protested members. H. J. Skeffington, 228, Trenton, N. J.; John Dullea, of 300, Lynn, Mass., and F. G. R. Gordon, of 14, Portsmouth, N. H., and recommend that they be seated.

(Signed) JOHN WM. HEUVER,
D. J. LYNCH,
MARY ANDERSON, 94,
LUCY J. DAVIS,
JERRY DONOVAN, 192.

Delegate Jones moved that the Committee's report be accepted and the delegate seated.

Delegate Doyle, 35, believed that this Convention should seat only delegates who are actively engaged at the trade. Would give opportunities for the general officers to place delegates in the Convention if so disposed.

Delegate Heuver believed that the Committee was justified in making a favorable report, judging the matter from a constitutional standpoint. Precedent had already been established at a previous Convent on.

Delegate Meade opposed seating of delegates on the ground that a convention of shoe workers should be composed of shoe workers and not of salesmen, whose object

in being present was open to question. He stated that Brockton delegates were not inclined to oppose the administration, but that they wanted the matter adjusted in the interest of the future of the Organization.

Delegate Lowell opposed. Said that it would be possible with delegates seated in this manner for some future Convention to be controlled by manufacturers or in the interest of some political party.

Delegate Byrne favored. Stated that delegates were qualified for seats constitutionally, that the remedy lie in making laws to govern future Conventions.

Delegate Skeffington allowed the floor on motion of Delegate Doyle, 94.

Stated that his labors in behalf of shoemakers in the past should be sufficient to dispel the suspicion that as a delegate he would work to the disadvantage of the organization. Most of his time had been spent in advancing the Union Stamp without cost to the organization. Considered he had earned the right of being seated in the Convention of the Boot & Shoe Workers' Union.

Delegate Jones favored. Stated that the local union should choose the delegates, not the Convention. Gave great credit to Skeffington for the growth of the Union in Chicago. If constitution was not right, law should be changed, but for this Convention delegates should be seated.

Report accepted by vote 58 to 25.

The Committee on Rules read the following report:

Report of Committee on Rules.

Rule 1. The Convention shall be called to order at 10 o'clock a. m., adjourn at 12 o'clock, re-assemble at 2 o'clock p. m. and continue in session until 4 o'clock p. m.

Rule 2. Every delegate, when rising to speak, shall respectfully address the chair, and when recognized by the chair shall give name of delegate and number of union, and while speaking shall confine himself to the question.

Rule 3. Should two or more members rise to speak at the same time the chair shall decide who is entitled to the floor.

Rule 4. No delegate shall interrupt another in his remarks unless it be to call him to order.

Rule 5. If a delegate, while speaking, be called to order he shall, at the request of the chair, take his seat until the question of order is determined, when, if permitted, he may proceed again.

Rule 6. A delegate shall not speak more than once on the same subject or question until all who wish to speak have had an opportunity to do so, nor more than two times without permission from the house, nor any longer than 10 minutes without permission.

Rule 7. When a question is before the house no motion shall be in order except to adjourn, to refer, for the previous, to postpone indefinitely, to postpone for a certain

time, to divide, or amend, which motion shall severally have precedence in order herein named.

Rule 8. A motion to lay on the table shall be put without debate.

Rule 9. A motion for consideration cannot be received unless made by a delegate who voted in the majority and shall require a majority vote.

Rule 10. Any delegate who may not be present to answer his name at roll call shall be marked absent by Secretary, but in the event of being unavoidably absent shall have the privilege of reporting to the Secretary.

Rule 11. The previous question can only be put when called for by five delegates and the roll call by a yea and nay vote of at least fifteen delegates.

Rule 12. All questions, not herein provided for, shall be decided according to Cushing's Manual.

Rule 13. That before a resolution is received by the chair it must be made out in duplicate and sent to the Committee and shall bear the signature of the delegate introducing it with the title of his Union.

Rule 14. No motion or resolution shall be finally passed without opportunity to speak is afforded the person making or introducing the same.

Rule 15. That no resolution be received after Wednesday's session without unanimous consent.

Respectfully submitted,

JAMES F. LOVETT,
J. N. DEANE,
JAMES F. CROWLEY,
FRANK BATTLES,
JOSEPH P. MCCORMICK,
BENJ. CASE,
JAMES ANDERSON.

Delegate Heuver moved that Rule 1 of the Committee's report be amended to read 9 and 12 and 2 and 5.

Report of Committee as amended adopted.
Delegate Kenwood introduced Resolution No. 1.

Amendment No. 1.

First—To amend Section 5 of Constitution by striking out the words \$22.50 per week, and insert the words \$2,000.00 per annum.

Second—To amend Section 6 by adding the words "For which services he shall receive \$1,800.00 per annum."

Third—To amend Section 7 by striking out the words "\$22.50 per week" and insert the words "\$1,800.00 per annum."

(Signed)

W. A. KENWARD,
Union 25.
GEORGE J. GALLOWAY,
Union 126.

Amendment No. 2.

Proposed by Sole Leather Workers' Union, No. 74, of Brockton, Mass., to be substituted for Section 73 of the B. & S. W. U. Constitution:

The Joint Council shall insist that in the production of stamp shoes, the outsoles, insoles, heels, vamps, facings and findings be prepared under Union conditions wherever the same is practicable; and they shall do all in their power to promote the sale of all recognized label products.

Amendment No. 3.

Introduced by C. E. Lowell, of Union 69, Whitman, Mass.:

To amend Section 8 to read, "The General Executive Board shall consist of the General President, General Vice-President, General Secretary-Treasurer and 7 members to be elected from seven districts, each district to nominate and elect one member of the General Executive Board."

To amend Section 2; to read, "The General Auditors shall previous to the general election in 1902, and in the future at their annual meeting divide the membership into 7 districts, each district to have as near as possible an equal number of members in good standing."

(Signed) C. E. LOWELL, Union 69.

Amendment No. 4.

Amendment to Constitution as submitted by Local 233, Toronto, Canada:

That Sections 62 and 63 be amended as follows: Where the sum of \$1.00 occurs in these two sections be changed to \$1.75.

(Signed)

A. L. F. GLOCKLING, Pres't.

F. A. McNally, Secretary.

Amendment No. 5.

Introduced by A. J. Kearns:

Amendment to Section 73 of Constitution. The Joint Council shall insist that in the production of Union Stamped shoes the outsoles, insoles, heels, vamps, facings and findings be prepared under Union conditions, wherever the same is practicable, and they shall do all in their power to promote the sale of all recognized labelled products.

Respectfully submitted,

Local 192.

Amendment No. 6.

Introduced by A. J. Kearns:

Be it resolved by Local 192, That any member after one year in good standing withdrawing from the trade on account of change of occupation, sickness or disability can get a return card, and on payment of 10 cents a week retain his sick and death benefits.

Respectfully submitted,

Local 192.

Amendment No. 7.

Introduced by A. J. Kearns:

Be it resolved by Local 192, That no sick or death benefit shall be granted to any member when the performance of military duties is the cause of sickness or death.

Respectfully submitted,

Local 192.

Amendment No. 8.

Introduced by A. J. Kearns:

Be it resolved by Local 192, That Section 7 be amended as follows after the word credentials and before the word report "make an itemized" be added, and after the word "report" and before the word "monthly" be added the words "receipts and expenditures."

Respectfully submitted,

Local 192.

Amendment No. 9.

Introduced by A. J. Kearns:

Be it resolved by Local 192, That no change in the present Constitution be made to take away any powers of joint councils that they now have. Be it further resolved. That our delegates to the Convention be requested to retain the same.

Respectfully submitted,

Local 192.

Amendment No. 10.

Introduced by A. J. Kearns:

Be it resolved by Local 192, That the present Constitution be changed by striking out all of Section 86.

Respectfully submitted,

Local 192.

Amendment No. 11.

Introduced by A. J. Kearns:

Be it resolved by Local 192, That all amendments to present Constitution be submitted to Locals for their approval or rejection by referendum vote.

Respectfully submitted,

Local 192.

Amendment No. 12.

Introduced by A. J. Kearns:

Be it resolved by Local 192, That Section 25 be amended as follows: "After the word 'A' and before the word 'Report' itemized be added."

Respectfully submitted,

Local 192.

Adjourned.

SECOND DAY.

Morning Session.

Called to order at 9 a. m.

Absent at roll call: Farrell.

Delegate Pund moved that the reading of minutes be dispensed with. Carried.

On suggestion from the chair Delegate Ouellette was relieved as sentinel.

Delegate A. J. Kearns introduced Resolution No. 1.

Resolution No. 1.

That the physical condition of the people of a nation is as important in its development as the standard of education. We hold that all dispensaries of medicines be owned and controlled by the governments of the several States; that all physicians and surgeons be at the service of the people, free

of cost; that they be paid by the State and appointed by a State Board of Health appointed by the government.

Respectfully submitted by Local 192.

Resolution No. 2.

Introduced by A. J. Kearns.

That the legislatures of the several States be requested to enact legislation that will grant to the State Board of Arbitration the same powers to issue subpoenas to administer oaths in all cases before said Board, to call for and examine all books, papers, or other matter that may be pertinent to the case under consideration as is now given to the Supreme Court of the several States, and authority to enforce the same.

Respectfully submitted by Local 192.

Resolution No. 3.

Introduced by F. G. R. Gordon:

Whereas, The present tariff of 15 per cent on hides is imposed for the sole benefit of the beef trust at home, and the shoe manufacturers abroad, and hampers the development of the export trade, thus restricting production, to the detriment of the shoe workers of this nation; therefore, be it

Resolved, by the National Convention of the Boot and Shoe Workers' Union, That we demand the repeal of this unwise and unjust tariff tax.

Resolution No. 4.

Introduced by F. G. R. Gordon:

Whereas, The statistical reports show an enormous increase in Japanese emigration, and whereas, an influx of thousands of these workers would be a menace to American labor, resulting in a lower standard of wages and a lower plane of civilization; therefore, be it

Resolved, That we appeal to organized labor everywhere to take such action as is best calculated to restrict emigration from the empire of Japan.

Resolution No. 5.

Introduced by Harlen P. Chesley:

To the Officers and Delegates of the Fifth Convention of the Boot and Shoe Workers' Union:

Whereas, It is the belief of the members of Goodyear Operators' Local, No. 289, B. and S. W. U., that the present policy of the General Officers in contracting with manufacturers for the use of the Union Stamp without proper consideration of the wage scale and conditions existing is not for the best interest of the Boot and Shoe Workers for the future; therefore, be it

Resolved, That the General Officers or their agents be and are hereby instructed to thoroughly investigate the prices and conditions existing in all factories applying for the use of the Stamp; and be it

Resolved, That should said officers find the prices and conditions do not compare favorably with prices and conditions in factories using the Stamp, or with the prevailing standard prices, in justice to manufac-

turers using the Union Stamp, as well as operatives employed in Stamp factories under fair conditions, said officers should and are hereby instructed to make an earnest endeavor to adjust said prices and conditions before signing the Stamp contract. Be it further

Resolved, That in factories now using the Union Stamp where prices and conditions are not equal to the prevailing standard, said officers should use all reasonable efforts to better the existing conditions, providing no special agreement has been made to govern said prices.

Respectfully submitted,

HARLEN P. CHESLEY.

Union No. 289.

The chair called for the report of the General Auditors.

Report of the General Auditors.

To the Members:

Your General Auditors assembled at headquarters on Tuesday, June 10th, 1902, for the purpose of examining the account of the General Secretary-Treasurer up to the end of the fiscal year, May 31st, 1902, and feeling that our audit would be incomplete unless it covered the affairs of the Union up to the date of audit, we therefore concluded to bring our audit up to the close of business, June 10th, 1902.

We have carefully examined the accounts and vouchers and find them correct, and the following is a statement as shown by the books at this office:

| | |
|--|--------------|
| Strike Fund | \$ 58,381.19 |
| Sick and Death Fund..... | 40,062.55 |
| General Funds | 1,787.00 |
| | <hr/> |
| | \$100,230.74 |
| Boston Safe Deposit & Trust Co., No. 1, Boston, Mass..... | \$ 1.52 1/4 |
| Boston Safe Deposit & Trust Co., No. 2, Boston, Mass..... | 5,087.18 |
| Fifth National Bank, Cincinnati, Ohio | 5,102.94 |
| Federal Trust Company, Boston, Mass. | 5,006.58 |
| International Trust Company, Boston, Mass. | 5,000.00 |
| New England Trust Company, Boston, Mass. | 5,161.32 |
| Puritan Trust Company, Boston, Mass. | 5,064.93 |
| German-American, Rochester, N. Y. | 5,043.87 |
| Home National Bank, Brockton, Mass. | 5,000.00 |
| Lincoln Trust Company, St. Louis, Mo. | 5,099.33 |
| Montreal City & District Bank, Montreal, Quebec | 5,109.25 |
| Traders' National Bank, Rochester, N. Y..... | 5,000.00 |
| Union Trust Company, Chicago, Ill. | 5,088.04 |
| Checks in office..... | \$83.40 |

| | |
|----------------------------------|-----------|
| Express orders in office..... | 248.12 |
| Postal orders in office..... | 912.80 |
| Cash in office..... | 21.56 |
| Notes and bills in office..... | 1,440.51 |
| Express account in office..... | 3.87 |
| Deficit in General Expense Fund. | 34,430.56 |

Total\$100,230.74

The General Secretary-Treasurer has handed us certificates from the various banks certifying to the amount of money on deposit in the various banks throughout the United States and Canada, together with the interest placed to our credit in each bank, and the bank statements agree with the books at this office.

Fraternally submitted,
 PHILIP J. BYRNE,
 J. F. McMAHON,
 A. D. McDONALD,
 General Auditors.

Referred to the Committee on Officers' Reports.

Committee on Officers' Reports reported progress.

Delegate Martindale, secretary of the Committee on Constitution, stated that the Committee had considered the following amendments:

Amendment No. 1.

First—To amend Section 5 of Constitution by striking out the words "\$22.50 per week" and insert the words "\$2,000.00 per annum."

Second—To amend Section 6 by adding the words "for which services he shall receive \$1,800.00 per annum."

Third—To amend Section 7 by striking out the words "\$22.50 per week" and insert the words "\$1,800.00 per annum."

(Signed)

W. A. KENWARD,
 Union 25.
 GEORGE J. GALLOWAY,
 Union 126.

The Committee report favorable.

First and third sections adopted.

Second section referred back to the Committee.

Amendment No. 2.

Proposed by Sole Leather Workers' Union, No. 74, of Brockton, Mass., to be substituted for Section 73 of the B. and S. W. U. Constitution:

The Joint Council shall insist that in the production of stamp shoes, the outsoles, insoles, heels, vamps, facings and findings be prepared under Union conditions wherever the same is practicable; and they shall do all in their power to promote the sale of all recognized label products.

Amendment No. 5.

Introduced by A. J. Kearns:

Amendment to Section 73 of Constitution.

The Joint Council shall insist that in the production of Union Stamped shoes the outsoles, insoles, heels, vamps, facings and findings be prepared under Union conditions wherever the same is practicable, and they shall do all in their power to promote the sale of all recognized labeled products.

Respectfully submitted, Local 192.

Committee recommended to insert after the word "and" in the second last line, Section 73, and before the word "also" on the same line, "wherever practical," insist that all material used in the making of boots and shoes shall be made under Union conditions.

Moved the report of the Committee be adopted.

Meade opposed.

Held that we must create a demand for Union Stamp supplies in order to organize sole leather and supply workers. Wanted to prevent Stamp factories from patronizing unfair products. The words "wherever practicable" would prevent any injustice being done. Stated that passage of amendment would allow Councils to enforce it at their option; not the intent to insist that manufacturers comply with amendment but that the influence of Councils should be used in this direction.

The chair stated that the General Officers had already influenced many manufacturers to use Union made supplies. The amendment not necessary as the Constitution already covered this point.

Delegate Congdon opposed amendment. Believed that the Sole Leather Workers should be the judge of the legislation necessary to benefit their part of the trade.

Delegate Heuver believed it would be poor policy to adopt such a resolution at this time. Not a sufficient degree of organization to warrant such a step. Might tend to prevent some manufacturers from adopting the Stamp.

Delegate Doyle (35) stated that Section 2 of the Union Stamp Contract gives us the right to insist that the manufacturer shall use Union made supplies. Should bend our efforts to promote the sale of Union Stamp products.

Delegate Laird called for previous question. Carried.

Committee's recommendation lost by a vote of 28 to 47.

Moved to adopt the amendment as originally presented. Carried.

Amendment No. 6.

Introduced by A. J. Kearns:

Be it Resolved by Local 192, That any member after one year in good standing withdrawing from the trade on account of change of occupation, sickness or disability can get a return card, and on payment of 10 cents a week retain his sick and death benefits.

Respectfully submitted,

Local 192.

Committee reported unfavorably. Adopted.

Amendment No. 7.

Introduced by A. J. Kearns:

Be it Resolved by Local 192, That no sick or death benefit shall be granted to any member when the performance of military duties is the cause of sickness or death.

Respectfully submitted,

Local 192.

Committee reported adversely. Already covered by Constitution.

Committee's recommendation adopted.

Amendment No. 8.

Introduced by A. J. Kearns:

Be it Resolved by Local 192, That Section 7 be amended as follows after the word "credentials" and before the word "report" "make an itemized" be added, and after the word "report" and before the word "monthly" be added the words "receipts and expenditures."

Respectfully submitted,

Local 192.

Committee recommended that amendment No. 8 be referred to the General Executive Board. Adopted.

Amendment No. 9.

Introduced by A. J. Kearns:

Be it Resolved by Local 192, That no change in the present Constitution be made to take away any powers of joint councils that they now have. Be it further resolved, That our delegates to the Convention be requested to retain the same.

Respectfully submitted,

Local 192.

Committee reported adversely.

Recommended that the amendment No. 9 be referred to Local 192.

Amendment No. 10.

Introduced by A. J. Kearns:

Be it resolved by Local 192, That the present Constitution be changed by striking out all of Section 86.

Respectfully submitted,

Local 192.

Committee's report unfavorable.

Delegate Meade wished to hear from Union 192 delegate.

Delegate Kearns stated the amendment was not of his own making. Introduced the same under instructions from Local 192.

Amendment No. 11.

Introduced by A. J. Kearns:

Be it resolved by Local 192, That all amendments to present Constitution be submitted to Locals for their approval or rejection by referendum vote.

Respectfully submitted,

Local 192.

Committee reported adversely.

Delegate Meade moved to lay on table. Carried.

Amendment No. 12.

Introduced by A. J. Kearns:

Be it resolved by Local 192, That Section 25 be amended as follows: "After the word 'A' and before the word 'Report' itemized be added."

Respectfully submitted,

Local 192.

Committee recommended amendment No. 12 be referred to the General Executive Board. Carried.

Amendment No. 3.

Introduced by C. E. Lowell, of Union 69, Whitman, Mass.:

To amend Section 2 to read, "The General Executive Board shall consist of the General President, General Vice-President, General Secretary-Treasurer and seven members to be elected from seven districts, each district to nominate and elect one member of the General Executive Board."

To amend Section 26 to read, "The General Auditors shall, previous to the election of 1902, and in the future at the annual meeting divide the membership into seven districts, each district to have as near as possible an equal number of members in good standing."

(Signed) C. E. LOWELL, Union 69.

Committee reported unfavorable.

Delegate Lowell said he believed in local autonomy. Hoped that amendment would be adopted. Members would then be able to vote for men they knew. Under present system we are compelled to vote for men knowing nothing of their qualifications or ability.

Delegate Jones favored amendment. Present system a case of guess work.

Members in Chicago could not vote intelligently upon candidates who had never been within a thousand miles of that city.

Delegate Heuver favored the amendment.

Delegate Galloway opposed the amendment. If adopted it would give New England three-fourths of the Board to the disadvantage of the Western States.

Delegate Gordon opposed the amendment.

Delegate Byrne opposed the amendment. One-quarter of the membership in Brockton, shoe workers in unorganized districts should be considered.

Delegate Meade moved to recommit amendment to committee. Carried.

President Tobin called the attention of the Convention to the fact that the firm of Pingree & Smith had been in the habit of discriminating against members of the Union, and it was now reported that Mr. Pingree had refused to recognize any committee from any organization, and he therefore suggested that a committee of five be appointed to interview Mr. Pingree, of the firm of Pingree & Smith, and find out whether they are one of the few firms in this country who question the right of persons to hold membership in a Union.

Delegate Nelson moved that a committee of five be appointed. Carried.

Delegate Studley suggested that the committee be so appointed as to represent all parts of the country.

The chair appointed the following committee:

Delegates McMorrow, Walls, Anderson (94), Martindale and Moran.

Resolution Committee reported progress.

Delegate Meade stated that the Committee on Appeals and Grievances had had nothing referred to them up to the present time.

Delegate Pund stated that the boot-blackening stands in this city largely use the Whittemore blacking. The fact that this firm is on the unfair list of the A. F. of L., and the further fact that organized labor in this city appears to be unaware of this fact, he would suggest that a committee of five be appointed to wait on the Central Labor Union Wednesday evening and present the facts.

Delegate Lowell moved that the suggestion be concurred in and a committee of five appointed. Carried.

The chair appointed Delegates Lowell, McMorrow, Meade, Davis and Doyle, 94.

Delegate McMorrow stated that in Bangor, Me., there were 300 shoe workers, members of our Union, who were on strike for the right to join the Boot & Shoe Workers' Union, and suggested that this Convention send them a telegram assuring them of our appreciation of their efforts to uphold their right to organize and pledging them our support.

Delegate Studley moved that the suggestion be concurred in, and that Delegate McMorrow be authorized to draft a telegram to be submitted to the Convention at its afternoon session. Carried.

Amendment No. 13.

Introduced by Delegate Martindale:

Out-of-Work Relief.

Section 1. Any member of this Union who may be out of work through any inability to secure the same, providing said inability be not the result of drunkenness or other misconduct, shall be entitled to relief from payment of dues for a period of not more than thirteen weeks in any one year, whether such idleness be continuous or otherwise, the year beginning from the first date on which such relief is given, subject to the provisions as hereinafter set forth.

This section shall not be so construed as to apply to members of this organization who are not actually following the trade as a means of earning a livelihood, nor to those who are temporarily or continuously employed at some other occupation; relief shall be withheld during such employment.

Sec. 2. To be entitled to this relief, a member must have been an active member in good standing of this organization for at least six months previous to getting out of work, and must be square to date with his dues at the time of getting out of work.

Sec. 3. A member shall report the date of the beginning of his idleness, in person, at the first regular meeting of his Local Union after such idleness began, and for every week of continuous idleness after the first two weeks the Financial Secretary shall affix an out-of-work stamp in his receipt book for a period of not more than thirteen weeks in any one year.

Nothing in these foregoing sections shall be construed so as to declare a member ineligible to this relief who has failed to comply with these provisions through sickness or other cause deemed satisfactory to the Union. Ignorance of the law shall not be deemed a satisfactory excuse.

Sec. 4. A member in receipt of this relief must report, in person, to the Financial Secretary at every meeting of his Local Union, unless excuse be given as provided in Section 3.

Sec. 5. Any member who, upon due investigation, shall be convicted of fraudulently obtaining this relief, shall be fined the sum of five (\$5) dollars, and shall stand suspended until such fine is paid.

Sec. 6. The Financial Secretary shall keep a separate and complete record of all members in receipt of this relief, and all out-of-work stamps received and used, and shall also report weekly to the Executive Board the number of such stamps used, and at each meeting of the Union he shall read off the names of those in receipt of this relief and the number of stamps credited to each.

Sec. 7. A member in receipt of strike or sick benefits shall not be entitled to the out-of-work relief while such strike or sickness continues, but shall pay his dues out of these benefits received. Any member, however, who has drawn thirteen weeks' continuous benefits shall, if he continues sick, be entitled to this out-of-work benefit of a period of thirteen weeks thereafter, less the number of weeks of out-of-work benefits he has already drawn within a year.

Referred to Committee on Constitution.

Adjourned until 2 p. m.

SECOND DAY.

Afternoon Session.

Called to order at 2 p. m.

The Chair stated that there was a photographer present, who agreed to take a photograph of the Convention, size 14x17, to cost \$1.00 each.

Delegate Anderson, 94, moved that the Convention adjourn at 3:30 to have pictures taken. Carried.

Delegate McMorrow stated he had drafted the following telegram:

Detroit, June 17, 1902.

To James Cassidy, 27 Walter st.,

Bangor, Me.:

We appreciate your battle for the right to

organize. Will make appropriation to aid.
From Convention of Boot & Shoe
Workers' Union.
(Signed) C. L. BAINE,
General Secretary.

Adopted.

The Secretary stated he had received the following telegram:

New York, June 17, 1902.

The Boot and Shoe Workers' Union,
Detroit, Mich.:

We wish a successful result to the welfare of the organization.

(Signed) JOSEPH KARLICK,
Secretary Local 309, New York.

Resolution No. 6.

Introduced by Delegate Case:

Grievance of Local Union No. 233, of the Boot and Shoe Workers' Union, Toronto, Ontario:

Whereas, J. D. King Company, Ltd., of Toronto, did hire and put to work two shoe cutters, not giving the employes already employed in said factory steady work. The Executive Board of Local 233 did object to the employment of said two shoe cutters under section 2 of the contract. The firm would not acknowledge our right to object. We stated our case to head office at Boston. President Tobin decided that we did not have the right to object. We ask this Convention to decide if we had the right to object under section 2 of the contract.

Amendment No. 14.

Introduced by Delegate Congdon:

Amendment to Article No. 101: That the word \$2.00 be changed to \$5.00, the rest of said article to remain unchanged.

(Signed) W. P. CONGON,
Union 303, Chicago.

Delegate Martindale stated that the Committee on Constitution had reconsidered section 2 of Amendment No. 1, which had been recommitted to them, and recommended the following substitute:

The General Vice-President shall perform all the duties of the General President in case of death, resignation or removal from office of the General President. He shall, when called upon by the General President, perform such duties as may be assigned to him and for which service he shall be paid at the rate of \$1,800.00 per annum.

Committee recommendation adopted.

The Secretary read the following letter:

Mr. John F. Tobin:

Dear Sir—As suggested by you, I enclose you the Lattimer monument appeal as it appears in the Courier Herald, a paper owned and conducted by the Wilkesbarre C. L. U. All donations are welcome, although unless our great strike soon terminates we shall have to postpone date of dedication. Trusting your organization will have a harmon-

ious and business-like convention, and with best wishes for yourself,

Yours faithfully,

(Signed) A. G. SAHVA,
Box 408, Wilkesbarre, Pa.

Referred to the Resolution Committee.

The Chair then introduced John A. Flett, vice-president of the Trades and Canadian Labor Congress, Montreal, Canada, who extended fraternal greetings and gave an outline of the difficulties to be contended with in organizing in the Dominion of Canada, amongst which he mentioned the existence of two languages, French and English, with clerical interference in the Province of Quebec. Notwithstanding all these, the speaker eloquently proclaimed his faith in the international form of organization as the only possible means of improving the condition of the workers. He complimented the Boot and Shoe Workers' Union upon its splendid progress and was proud to say that he had in his humble way contributed to its success. The remarks of the speaker were greeted with great applause.

The Chair then introduced James Wood, general organizer of the Cigarmakers' International Union, who gave a history of the trials and struggles which the cigarmakers had under low dues and divided jurisdiction. He pictured a meeting of seven delegates representing a little over 1,000 cigarmakers, who assembled at Rochester, N. Y., in 1873, and made the beginning of the cigarmakers' organization of to-day. The speaker dwelt at some length upon the necessity for organization being made as complete as possible before dealing with the wage question. He mentioned the many years that they devoted their whole energies to the work of organizing and labor agitation before the wage question and the reduction of the hours of labor were dealt with, and that even now uniform wages did not exist in the cigarmakers' industry, except in a few localities, that the bills of wages differed in different parts of the country, and that even now, notwithstanding the vastly improved condition of the workers, due solely to organization, uniform bills of wages did not exist in any craft or calling. The speaker was followed closely in his remarks and the delegates were much impressed by the evident sincerity which he manifested as well as by his logic. In closing, the speaker said that he had watched the progress of the Boot and Shoe Workers' Union since its convention in Rochester, 1899, and he had all along predicted its success and he felt sure that pursuing its present course, we are destined to occupy a high pedestal in the history of trades unionism in this country.

President Tobin then announced that Mr. S. W. Campbell, of the Free Hide League, of Chicago, would like to address the Convention, and that the subject of his address would be the necessity for the removal of

the duty on hides. He hoped the Convention would give due consideration to the remarks of Mr. Campbell.

Mr. Campbell then took the floor and spoke at some length upon the question of free hides and trusted that the Convention would take action upon the resolution he was about to propose.

Resolution No. 7.

Whereas, By an Act of Congress, passed in 1897, a duty of fifteen (15) per cent ad valorem was imposed on all hides of cattle imported into the United States, and

Whereas, Said duty on hides is especially burdensome to labor from the fact that it materially increases the cost to the laborer of all the shoes worn by him and his family, especially shoes made from the heavier grades of leather, and

Whereas, It is the opinion of this body that the repeal of the said duty on hides would, by lessening the cost of leather, be instrumental in increasing in this country the production of shoes, harness, trunks, leather belting, leather, etc., manufactured for exportation, thereby greatly increasing the demand for both skilled and unskilled labor in the manufacture of these articles; therefore, be it

Resolved, first, That the Boot and Shoe Workers' Union, in session assembled in the City of Detroit, this day of June, 1902, does hereby respectfully and urgently request Congress to remove the duty of fifteen (15) per cent ad valorem on the hides of cattle, for the reason that its operation during the past five years has restricted the supply of the raw material entering into the production of goods and wares produced by the labor of the people here represented, and largely consumed by them.

Resolved, second, That the Boot and Shoe Workers' Union regards the removal of the present duty on hides as a measure that would be of material benefit to the entire labor element of the United States, by cheapening the cost to the laboring man of all the shoes worn by him and those dependent upon him, and by increasing the production of merchandise manufactured from leather tanned out of dutiable hides. And that said duty may be speedily removed, we urgently request the labor organizations of the country to use every legitimate means in their power to bring the matter of repeal directly to the attention of Congress, by resolutions and petitions, and by personal letters directed to Senators and Representatives.

Resolved, third, That the President and Secretary of this Union be, and are hereby, instructed to have embodied in a letter to be signed by them officially and mailed to every Senator and Representative in Congress a copy of these foregoing preambles and resolutions. Said letter to contain a request that the Senator or Representative re-

ceiving it support that part of any measure now before Congress, or that may hereafter be introduced, which provides for the repeal of the present duty on hides.

Referred to the Committee on Resolutions.

The Chair then appointed Delegates O'Dell, Skeffington and Dullea to collect the railroad certificates from the delegates and ascertain whether we had a sufficient number to entitle us to the one-third fare return.

Delegate Heuver, of the Resolution Committee, had considered:

Resolution No. 5.

Introduced by Delegate Chesley:

To the Officers and Delegates of the Fifth Convention of the Boot and Shoe Workers' Union:

Whereas, It is the belief of the members of Goodyear Operators, Local No. 289, Boot and Shoe Workers' Union, that the present policy of the general officers in contracting with manufacturers for the use of the Union Stamp without proper consideration of the wage scale and conditions existing, is not for the best interests of the Boot and Shoe Workers' for the future.

Therefore, be it resolved, That the general officers or their agents be and are hereby instructed to thoroughly investigate the prices and conditions existing in all factories for the use of the Stamp.

And be it resolved, That should said officers find the prices and conditions do not compare favorably with prices and conditions in factories using the Stamp, or with the prevailing standard prices, in justice to manufacturers using the Union Stamp, as well as operatives employed in Stamp factories under fair conditions, said officers should and are hereby instructed to make an earnest endeavor to adjust said prices and conditions before signing the Stamp Contract.

Be it further resolved, That in factories now using the Union Stamp, where prices and conditions are not equal to the prevailing standard, said officers should use all reasonable efforts to better the existing conditions, providing no special agreement has been made to govern said prices.

Respectfully submitted,

HARLEN P. CHESLEY.

Delegate from Local No. 289, Lynn, Mass. Reported unfavorably.

Delegate Chesley favored the resolution. He thought the time had come when it was safe to change the policy of granting the Stamp under present wages and conditions. He was in favor of establishing union scales of wages in Union Stamp factories.

Delegate Gordon opposed the resolution.

President Tobin then called attention to the fact that now the Council has the power, while the resolution would give power to the General Executive Board.

The Chair stated that the time for adjournment had arrived and declared the Convention adjourned until Wednesday morning, at 9 a. m.

THIRD DAY.

Morning Session.

Called to order at 9 a. m.

Absent at roll call: Farrell.

Delegate Skeffington introduced the following resolution:

Resolution No. 8.

Introduced by H. J. Skeffington:

Whereas, the Iron Moulders' Union in convention assembled at Indianapolis generously donated the sum of \$100 to promote the establishment and success of the Boot and Shoe Workers' Union, and also resolved to in every way promote the sale of only such footwear as bore the Union Stamp of our Organization; therefore,

Resolved, That the Executive Board be, and are hereby, instructed to return the \$100 so donated to the Iron Moulders' Union with the thanks of this organization.

H. J. SKEFFINGTON,

Union 288.

Resolution No. 9.

Introduced by H. J. Skeffington:

Whereas, There are many cities and towns in the United States and Canada remote from shoe factories where there are repairers of shoes who also make new work, and who are anxious and willing to be organized into our Union, and willing to act as agencies for the promotion of the sale of only Union made goods; therefore,

Resolved, That the Executive Board be instructed to put forth special efforts to promote the organization of the repairers and to prepare a suitable label to be placed upon their repair work, such label to be distributed to the members of such Unions without cost.

H. J. SKEFFINGTON,

Union 288.

Resolution No. 10.

Introduced by H. J. Skeffington:

Whereas, The National Civic Federation Committee appointed to promote peace in the industrial world and to substitute Arbitration for strikes and lock-outs, has performed good service which should meet with the approbation of all true Union men; therefore,

Resolved, That this Convention gives its indorsement to the efforts of the National Civic Federation, and hereby instructs our Executive Board to pay whatever the pro rata share of expenses levied upon this organization may amount to.

H. J. SKEFFINGTON,

Union 288.

Resolution No. 11.

Introduced by H. J. Skeffington:

Whereas, At the critical period in the history of the present Boot and Shoe Workers' Union, the Boot and Shoe Operatives' Union of Great Britain in a most fraternal manner responded to the appeal of our Union for the loan of \$750, which was promptly granted, and which loan played a most important part in the successful establishment of the present organization of the Shoe Workers of North America; therefore,

Resolved, That this Convention be first since the expression of fraternal solicitude upon the part of our British fellow craftsmen hereby tenders to the Boot and Shoe Operatives' Union of Great Britain our most heartfelt and sincere thanks for their timely aid, and we express the hope that even more cordial and intimate relations may be promoted, and that the Union of our British fellow craftsmen may flourish in the future, and attain that measure of success in the promotion of the best interests of the British shoe makers which they so richly deserve.

Resolved, That the General Officers be instructed to suitably engross this resolution and transmit the same to the Officers of the Boot and Shoe Operatives' Union of Great Britain.

H. J. SKEFFINGTON,

Union 288.

Continuation of Debate on Resolution No. 5.

Delegate McMorroo opposed. It was in line with the disposition to make more prerequisites to the granting of the Stamp. It required great effort to induce manufacturers to adopt the Stamp under the present policy. It demonstrated a spirit to seek for temporary local benefit at the sacrifice of international lasting benefit at the completion of the organization.

Delegate House said: May not be advisable at this time, but there were certain things in the resolution which must be considered. Factories, where the conditions were exceptionally poor should not be granted the Stamp. Members wanted some return for the money paid in for dues.

Delegate McCormick favored.

Delegate Doyle favored.

Delegate Chesley believed matter should be thoroughly discussed in order to get the sense of the Convention.

Delegate Meade spoke against the resolution and moved to refer it to the General Board.

Delegate Studley believed unnecessary legislation. Moved entire subject be referred to General Executive Board.

Delegate Chesley supported motion, which was carried.

Delegate Dullea reporting for Committee on Railroad Certificates, stated that they were six short of the required number.

Delegate Post moved the Committee be

empowered to wait upon the railroad officials and make the necessary arrangements.

Committee on Officers' Reports.

Recommended adoption of suggestion contained in General President's report that the sum of \$2,500.00 be appropriated to pay the debt incurred in the Marlboro strike.

Delegate Byrne gave history of Marlboro strike. Hoped recommendation would be passed. Would take a burden off the men whose homesteads were now endangered because of this debt. The debt, which was about \$5,000.00, could be compromised for about \$2,500.00.

Delegate Lawrence asked if strike had been sanctioned by General Officers. Chair stated strike had been approved.

Delegate Skeffington offered an amendment that the debt owed to Miss Balch of Wellesley, Mass., be paid in full. The General Secretary offered a suggestion that the General Executive Board be allowed to exercise their judgment, and on motion of Delegate Studley the recommendation was adopted.

Delegate McMorro, reporting for Committee appointed to wait on Pingree & Smith, stated the Committee had seen Mr. Pingree. Were received in a friendly manner. Mr. Pingree claimed that he had no recollection within the last three years of having been asked to receive any Committee from the Union.

He said that his experience with the Union Stamp in the past had not been a happy one, but to show that he had no hard feelings extended a cordial invitation to President Tobin to come and dine with him and bring his friends. The Committee expressed the opinion that another visit to Mr. Pingree ought to be made, and thought that better results would thereby be attained.

The Committee's report accepted as progress.

Delegate Lowell asked the Committee on Constitution whether they had considered Amendment No. 3.

Delegate Martindale stated the Committee had been unable to hold a meeting since the matter had been recommitted to them, but expected to be able to report during the afternoon session.

Delegate Laird—Amendment No. 15.

Proposed amendment to Section 106 of the Constitution of the Boot and Shoe Workers' Union by adding the following to said section:

All delegates to Convention must be members of the Boot and Shoe Workers' Union in good standing, and must be members of the Local Union which they are elected to represent for a period of at least six months previous to such election.

Respectfully submitted,

CHARLES T. LAIRD,

Brockton Local No. 35.

Delegate Meade moved that the Convention adjourn until 2 p. m.

THIRD DAY.

Afternoon Session.

Called to order at 2 p. m.

Absent at roll call: Charlesworth, Phillips, Stewart and Yeaton.

Delegate O'Dell, reporting for Committee on return transportation, stated that he had made satisfactory arrangements with railway company at a cost of \$33.50. Certificates had all been vided.

Motion of Committee that the report be accepted and the certificates be distributed to the various delegates.

Secretary Baine stated he had received the following telegram:

St. Louis, Mo., June 18, 1902

To C. L. Baine.

Boot & Shoe Workers' Union,

Convention Hall, Detroit:

The necessity for weapons, offensive and defensive, socially, economically and politically, has produced the trade union and the socialist party as instruments of the working class. Our platform and yours show the identity of our interests. Will your body proclaim the relationship to the world by a declaration for political action under the banner of the socialist party?

Fraternally,

(Signed) LEON GREENBAUM.

National Secretary.

Delegate Pund moved that the telegram be received and filed. Carried.

Delegate Kearns moved that before the Convention adjourned, two hours be devoted to a debate on economic questions. Carried.

Delegate Gordon stated that the badges presented to the delegates at the opening of the Convention had been presented by J. F. McCarty, of Lynn, and moved that the general officers be instructed to convey to Mr. McCarty the thanks of the Convention. Carried.

Delegate Martindale reported that they had considered amendment known as No. 15. Recommended its adoption with the following amendment, "That the foregoing section shall not be construed to debar any local union from representation who has been organized less than six months prior to the Convention." Adopted.

Had considered amendment No. 14 and recommended its rejection.

Committee's recommendation adopted.

Had considered amendment No. 3, and recommended as a substitute to amend section 8 by striking out the word "seven" on line four and inserting the word "eight"; also strike out the word "two" on line five and insert the word "three."

Delegate Lowell, not satisfied with the substitute recommended by the Committee, wanted the west to be fairly represented on the board, but believed that the Executive

Board should be elected by a process whereby the voter could cast an intelligent vote for the candidate. The proposed plan to his mind was a good one, although he was not prepared to say it was the best. The restricting of the membership and the nomination of one man to represent that district on the board would of necessity do away with the unintelligent vote and to be replaced by an intelligent vote, because of the fact that the candidate being a member would necessarily be well known in his own district.

Delegate Martindale, of Rochester, called attention to the fact that what we needed upon the General Executive Board was not local or district tendencies. The best man locally is not always the best man nationally. Must legislate for the greatest good to the greatest number.

Delegate Jones favored the resolution, but did not think it good policy to enact this legislation at this time. Must educate the members to a broader view of the movement. Would put another cudgel in the hands of his western constituents, whose cry in the past was that the east got all the cream, while the west had to take the milk.

Committee's recommendation adopted.

The Committee reported adversely on amendment No. 4.

Report accepted.

Committee recommended that amendment No. 13 be referred to the General Executive Board.

Report concurred in.

Delegate Heuver stated the Committee on Resolutions reported favorably on

Resolution No. 3.

Introduced by F. G. R. Gordon:

Whereas, The present tariff of 15 per cent on hides is imposed for the sole benefit of the beef trust at home, and the shoe manufacturers abroad, and hampers the development of the export trade, thus restricting production, to the detriment of the shoe workers of this nation; therefore, be it

Resolved, by the National Convention of the Boot and Shoe Workers' Union, That we demand the repeal of this unwise and unjust tariff tax.

Adopted.

Resolution No. 7.

Whereas, By an Act of Congress, passed in 1897, a duty of fifteen (15) per cent ad valorem was imposed on all hides of cattle imported into the United States, and

Whereas, Said duty on hides is especially burdensome to labor from the fact that it materially increases the cost to the laborer of all the shoes worn by him and his family, especially shoes made from the heavier grades of leather, and

Whereas, It is the opinion of this body that the repeal of the said duty on hides would, by lessening the cost of leather, be instrumental in increasing in this country

the production of shoes, harness, trunks, leather belting, leather, etc., manufactured for exportation, thereby greatly increasing the demand for both skilled and unskilled labor in the manufacture of these articles; therefore, be it

Resolved, first, That the Boot and Shoe Workers' Union, in convention assembled in the City of Detroit, this 18th day of June, 1902, does hereby respectfully and urgently request Congress to remove the duty of fifteen (15) per cent ad valorem on the hides of cattle, for the reason that its operation during the past five years has restricted the supply of the raw material entering into the production of goods and wares produced by the labor of the people here represented, and largely consumed by them.

Resolved, second, That the Boot and Shoe Workers' Union regards the removal of the present duty on hides as a measure that would be of material benefit to the entire labor element of the United States, by cheapening the cost to the laboring man of all the shoes worn by him and those dependent upon him, and by increasing the production of merchandise manufactured from leather tanned out of dutiable hides. And that said duty may be speedily removed, we urgently request the labor organizations of the country to use every legitimate means in their power to bring the matter of repeal directly to the attention of Congress, by resolutions and petitions and by personal letters directed to Senators and Representatives.

Resolved, third, That the President and Secretary of this Union be, and are hereby, instructed to have embodied in a letter to be signed by them officially and mailed to every Senator and Representative in Congress a copy of these foregoing preambles and resolutions. Said letter to contain a request that the Senator or Representative receiving it support that part of any measure now before Congress, or that may hereafter be introduced, which provides for the repeal of the present duty on hides.

Adopted.

The Committee reported favorable on

Resolution No. 10.

Whereas, The National Civic Federation Committee, appointed to promote peace in the industrial world as a substitute for strikes and lockouts, has performed good service which would meet with the approbation of all true union men; therefore be it

Resolved, That this Convention gives its endorsement to the efforts of the National Civic Federation, and hereby instructs our Executive Board to pay whatever the pro rata share of expenses levied upon this organization may amount to.

H. J. SKEFFINGTON,
Union 288.

Delegate Lowell stated that he was not conversant with the workings of the Civic Federation and would like to be enlightened before voting.

Delegate Skeffington stated that membership in the Civic Federation is at the present time purely voluntarily, and a member can withdraw from it at any moment he may see fit. He further stated that there was absolutely nothing that pledges them to stay for one moment longer than their interests required. Could not be blamed for the settlement of the Boston trouble. Had done great good towards abolishing the sweat shop system in New York. Had brought their influence to bear in many other cases with good effect.

Delegate Doyle opposed. Believed Convention had been liberal enough.

Delegate Lovely moved to amend by striking out the last clause. Adopted.

Resolution No. 4.

Introduced by F. G. R. Gordon:

Whereas, The statistical reports show an enormous increase in Japanese emigration; and whereas, an influx of thousands of these workers would be a menace to American labor, resulting in a lower standard of wages and a lower plane of civilization; therefore, be it

Resolved, That we appeal to organized labor everywhere to take such action as is best calculated to restrict emigration from the empire of Japan.

Committee recommended its adoption.

Delegate Laird opposed. If emigration restrictions were continued all nationalities would be excluded entirely. Recommendation of the Committee adopted.

On resolution No. 11, referring to the vote of thanks to the Boot and Shoe Workers' Union of Great Britain, the Committee recommended its adoption. Carried.

On resolution No. 1, referring to free medicine and medical aid, the Committee reported adversely. Report adopted.

Resolution No. 9, referring to organizing the custom shoe workers and repairers, the Committee recommended its adoption.

Delegate Post moved to refer it to the Committee on Organization. Carried.

On resolution No. 2, referring to compulsory evidence in arbitration proceedings, the Committee reported adversely.

Delegate Kearns hoped the Committee report would not be accepted. Had great difficulty in securing price lists for evidence.

McMorrow favored resolution.

A delegate stated Committee had reported against the resolution, believing it would have a tendency towards compulsory arbitration.

Delegate Jackman stated that the reason the Committee reported on this adversely was not because it would be compulsory arbitration, but because the legislation would be unfavorable to the shoe workers.

Committee's recommendation rejected 21 to 40.

Delegate Lowell moved that the resolution be adopted. Carried.

Committee on Officers' Reports recommend the adoption of the following:

That the offices of the General President, General Vice-President and three members of the General Executive Board, be declared vacant during this Convention, and their successors elected before we adjourn, to hold office for four years, and that in July, 1904, nominations be made and elect in November following the General Secretary-Treasurer and four members of the General Executive Board by referendum vote by plurality, and that thereafter an election under the referendum system be held every two years, alternating so that one-half of the General Executive Board and General Officers be elected every two years so as to make the term of each four years, beginning with the election to take place in 1904.

The Committee further recommends that three General Auditors be elected under plurality vote at each election.

Referred to Committee on Constitution.

The Committee recommends the liberal expenditure of money to place advertising agents in the field, to issue advertising matter and conduct an active campaign to promote the sale of Union Stamp shoes.

Referred to the Committee on Labels and Boycotts.

Committee recommends the approving of the policy of issuing the Union Stamp to any and all factories under existing scale of wages at the time application is made for the stamp.

Delegate Doyle (35) asked the chair would this recommendation take away any of the power from the Council?

The chair ruled that the adoption of this recommendation would not in any manner abridge the present right of the Council to either approve or disapprove the contract before it was signed.

Recommendation of the Committee adopted with one dissenting vote.

The Committee recommends that Local Unions and Councils may make agreements with manufacturers under existing scales of wages for a definite period of time.

Delegate Heuver wished to know whether this recommendation would give the Locals or Councils the right to insist on a bill of wages with the adoption of the Union Stamp.

Delegate Laird said that the recommendation would simply give the Local Unions the right to post a bill of prices.

Committee's recommendation adopted.

Committee recommends the adoption of the policy of allowing the employer the right to hire and discharge for reasons sufficient to himself after having agreed with us under contract to employ members of the Boot and Shoe Workers' Union in good standing.

Referred back to the Committee.

The Committee recommends the adoption of the policy recognizing the right of the employer to determine under what system his work shall be performed, providing only that we shall have the right to negotiate

with such employer as to the compensation we shall receive for the work done under such system as he may elect, subject to arbitration in case we fail to mutually agree.

Delegate House asked the chair to explain the recommendation more fully.

The chair stated that this recommendation simply gave the right to the manufacturer to choose this machine or that system, but we reserve the right to say what compensation we shall receive. This is the policy that we have been pursuing, and the Convention is asked to indorse the same.

Delegate Buckley inquired whether the chair took into consideration the scope of that idea that the manufacturer must abolish all contract labor before being granted the use of the Stamp.

The chair stated that it was not intended to apply to contract jobs in any factory.

Delegate Meade stated that it had been in vogue for the last three years. Could see no reason why it should be passed upon by this Convention at this time. Wanted the chair to cite a case.

The chair stated that it could not recall one at the time.

Delegate Meade stated that inasmuch as there had been no particular case calling for legislation of this kind, that he saw no necessity for making any change.

Delegate De Bruyn oposed on the ground of abuses in factories practiced quite frequently, when through a system calculated to be beneficial to the manufacturer it meant more difficulty for the help.

Delegate Lowell favored. Considered. If a manufacturer was ready to give compensation caused by change of system that was all we should ask.

Delegate Kearns opposed on the ground that it will allow the manufacturer to inaugurate changes which would make jobs poorer. He placed the Brockton Joint Council on record as being ready at all times to insist upon stating the conditions under which Stamps should be granted.

Delegate followed on the same lines and stated that the shoemakers did not get any justice by the adoption of that amendment.

Delegate Jones favored. Extra pay should be demanded for extra work and that no person could oppose the introduction of machinery.

Delegate McMorro stated that there was nothing in the recommendation that takes away any of the prerogatives of a local union or joint council.

Delegate Studley opposed the recommendation and hoped it would not pass.

Delegate Doyle (35) opposed. Cited many Brockton instances in support of his argument.

Delegate Nelson favored. Instances cited by Delegate Doyle was not a question of system, but favoritism.

Delegate Heuver opposed. Unwritten laws sometimes better than declared laws.

Delegate Farrell opposed.

Recommendation lost, 35 to 41.

Committee recommends that a full delegation to the next Convention of the A. F. of L. at New Orleans, La., next November, be elected at this Convention, and that they endeavor to gain jurisdiction over rubber boot and shoe makers. Adopted.

The Committee recommends that no further agreements be entered into by independent unions of the shoe trade, exempting the members of said unions from membership in the Boot and Shoe Workers' Union, and that the General Executive Board be authorized to take such action as they deem necessary at their discretion to cancel such agreements already entered into. Adopted.

The Committee recommends that local unions and joint councils endeavor to have manufacturers use Union Label shoe supplies when such supplies are available, equal in quality and at no more cost than non-union supplies. Adopted.

The Committee recommends the adoption of plurality vote.

Referred to the Constitution Committee.

The Committee recommends to the Committee on Labels and Boycotts that the matter of boycotting the Burley & Stevens concern be submitted to the General Executive Board, that they may make an effort to adjust the difficulty before applying for the levy of a boycott by the American Federation of Labor.

Referred to the General Executive Board.

Delegate Studley requested a conference with the Committee appointed to wait on the Detroit C. L. U.

Chair stated: If there was no objection, Delegate Studley would be added to that Committee.

Chair stated that Thomas Bawden, of Detroit, editor of the Commonwealth, requested the privilege of addressing the Convention for 15 minutes on the single tax question some time before the Convention closed.

Delegate Studley moved that he be given the privilege of the floor for 15 minutes, Thursday, at 9:30 a. m.

The chair: Our old and esteemed friend, who has graduated from the capitalistic class into the working class, Tim O'Connor, says he would like to meet the delegates in the ante-room at the adjournment of this session.

Delegate Studley moved that Mr. O'Connor be given the privilege of the floor.

Mr. O'Connor stated that he had a souvenir which he wished to present to the delegates, and asked that they stop in the ante-room on the way out.

Amendment No. 16.

Introduced by J. P. Meade.

Each delegate to National Convention shall be working under jurisdiction of local he represents at least six months previous to holding of said Convention.

The above amends Section 106, and shall be inserted after the word "Convention," and before the words "the basis of."

J. P. MEADE,

Delegate 38.

Amendment No. 17.

Introduced by Delegate Post, 256.

To amend and better define Section 65.

To be inserted after the words "May 31st" and before the words "that members":

"That an interval of at least nine weeks shall elapse before a beneficiary shall again be entitled to such benefit."

Amendment No. 18.

Introduced by Delegate Post, 256.

After the words "fraction thereof" the section shall read: "Said delegates to have been resident members of the local they represent at least six months next preceding the call for the Convention."

Amendment No. 19.

Introduced by Delegate Case, 233.

In view of the fact the due stamps as now given out is not a proper receipt to members for the payment of dues, therefore be it

Resolved, That this Convention now assembled enact some legislation whereby stamps are not transferrable.

Resolution No. 12.

Introduced by W. P. Congdon, 303:

That some form of label be adopted by this Convention that will serve to distinguish the products of cut-sole factories from that of shoe manufacturing concerns.

Adjournment to 9 o'clock, Thursday.

FOURTH DAY.

Morning Session.

Called to order at 9 a. m.

Absent at roll call: Stewart.

The chair asked for some delegate to act as sentinel.

Delegate Jones volunteered.

Delegate Pund stated he understood that his was the only dissenting vote against the endorsement of the Union Stamp policy, and requested that his vote be changed to the affirmative.

There being no objection it was so ordered.

Delegate Charlesworth stated he had a matter which he would like to bring before the Convention, with reference to the firm of John McPherson Company, of Hamilton, Ont. Had heard just before leaving for the Convention that the Stamp contract with this firm had been cancelled, and he would like to know from the President why this contract had not been cancelled before. The employees in the stock room were nearly all suspended members who had refused to pay any dues. Believed that the stamp should not be allowed in factories unless the firm lived up to its contracts.

Delegate Ryan stated he believed the fault laid with the local union and not with the general officers. It was a common practice for locals to blame the general officers in matters of this kind, when the blame really belonged to the local union.

The President stated that whenever a case of this kind had been brought to the notice of the general office, the matter had been taken up with the firm, and in every instance that he could recall the matter had been straightened out to the satisfaction of the general office as well as to the local unions.

Delegate Charlesworth had a resolution which he would like to present to the Convention, and there being no objection raised he presented the following:

Resolution No. 16.

Unions Nos. 228 and 232, of Hamilton, Ontario, Canada, are of the opinion that the policy of allowing Union Stamp factories to retain the use of the Union Stamp when a large number of their members are suspended, is unwise and not to the best interests of the Union. There have been a number of members suspended in the stock room of the John McPherson Co. for some time, thereby causing great dissatisfaction among the other members of the Union in the factory.

ALFRED W. CHARLESWORTH,
Union 228

L. STEWART,

Local 232.

Delegate Studley moved that the resolution be referred to the General Executive Board. Carried.

Delegate McCormick asked for information with reference to the Rock Island factory. Had been reported to him by a party, whose name he did not care to disclose, that the conditions in that factory were not such as to reflect credit to our Stamp.

The chair said that probably Delegate Lovely could give the required information, as he had been there on several occasions.

Delegate Lovely stated that he had visited Rock Island twice to investigate the reports and in both instances had found them false.

The chair stated that there was another matter which he would like to bring before the Convention. As the Secretary's report showed, the Union had money deposited in the various banks throughout the country, drawing from 1½ to 3 per cent. Believed it was just possible that this money could be invested in some way that would bring more revenue to the Union. Suggested that the Convention appoint a special finance committee and devise means whereby this could be brought about and report back to the Convention.

Delegate Studley acquiesced with the General President and moved that a committee be appointed. Carried.

The chair appointed Delegates Chatterton, Ludwick, House, Phillips, Charlesworth, Stackpole, Atwood and Stewart.

Delegate Meade, reporting for the Com-

mittee appointed to visit the C. L. U. in Detroit, said that they had addressed the meeting last evening, had been well received, and believed that they had done some good towards promoting the sale of Union Stamp shoes.

Delegate Martindale, of the Committee on Constitution, reported that they had considered

Amendment No. 17.

Introduced by Delegate Post, 256.

To amend and better define Section 65.

To be inserted after the words "May 31st" and before the words "that members":

"That an interval of at least thirty-nine weeks shall elapse before a beneficiary shall again be entitled to such benefit."

Committee recommended its adoption.

Delegate Meade asked for ruling as to whether the claims of members who were sick prior to May 31st and had filed another claim would be affected by this amendment.

The General Secretary stated that as it undoubtedly was the intention of the Rochester Convention that a member would be entitled to only 13 weeks in one year, he had decided not to pay any of these claims unless ordered to do so by this Convention.

Delegate Walls said he knew of a case where a member made a second application for sick benefit immediately after the end of the fiscal year, and Mr. Eaton, who was General Secretary at that time, had ruled in favor of the applicant.

Delegate Galloway favored the amendment. Believed our sick fund should be protected against fraud. During the summer months members were inclined to be in no hurry to resume work while they drew \$5 per week.

Delegate Meade opposed. He thought that if it was good policy to spend money advertising our Union Stamp, the payment of sick benefits should be equally as good an investment.

Delegate Buckley opposed. Did not believe that any member would be willing to remain idle for \$5 per week.

Delegate Studley favored. Some delegates seem to consider the matter from a sentimental point of view, while to his mind it was strictly a business proposition.

Delegate Robinson believed it would be a good plan in localities where there was a large membership to have the General Secretary employ a physician.

Delegate Laird opposed.

Delegate House opposed.

Delegate Skeffington favored. He asked the Secretary-Treasurer to state the amounts that had been paid out for sick benefits during the last two months.

The Secretary stated that in April \$2,356.09 had been paid out; in May \$2,984.71 had been paid out, as against \$597.15 in May the previous year.

Delegate Lowell said that the amendment as reported by the Committee will work an injustice to any member who should be sick

a few weeks, and then be obliged to wait 39 weeks before he could file another claim.

Moved that the amendment be referred back to the Committee.

Delegate Doyle (94) said that the members in her local had never asked for more than 13 weeks during one year, but did not believe that it would have been granted.

The chair said that the delegates must not lose sight of the fact that liberal expense for stamp agitation would insure steady employment to our members and thus keep them from sickness.

Delegate Case said that he had a number of cases where members had been drawing sick benefit on doctors' certificates, and became well suddenly when notified that no more doctors' certificates would be received in lieu of sick committees' reports. Was opposed to changing the Constitution.

Delegate Milen favored recommitting the whole matter to the Committee.

Motion to recommit carried.

The Committee recommended that amendment No. 19 be referred to the General Executive Board. Carried.

The Committee stated that amendment No. 16 was already covered by this amendment.

Delegate Meade asked permission to withdraw this amendment, which was granted.

The Committee said they would not make any report upon amendment No. 18, as it had already been covered by a previous amendment.

Delegate Kearns asked the Convention whether it would take any action with reference to aiding the minors.

The chair stated that he understood the resolution committee were considering some action along that line at the present time.

Delegate Studley said he would like to ask if there were any person present who could give the delegates information with regard to the minors' trouble and the chances for settlement.

The chair requested that any of the delegates who could give the desired information would please appear before the Resolution Committee.

Delegate Skeffington moved to adjourn until 9 a. m. Friday morning.

FIFTH DAY.

Morning Session.

Called to order at 9 a. m.

All present at roll call.

Delegate Lowell stated that while he had been in favor of giving two hours of the Convention time to a talk on the economic question, believed that inasmuch as some of the delegates were in a hurry to return home, it would probably be advisable to defer this matter until after the business of the Convention was over.

Delegate Chesley moved that the discussion on economic question be deferred until after the business of the Convention had been done.

The chair stated if there was no objec-

tion, the hours from 1 to 3 be set aside to discuss this question.

At the request of the chair Delegate McCormick volunteered to act as Sentinel.

Secretary Baine read the following telegram:

"North Adams, Mass., June 19, 1902.

John F. Tobin, General President of the Boot and Shoe Workers' Union:

Canedy-Clark Company want Union Stamp and man to organize the factory. Give me authority and expenses.

(Signed) CHAS. J. HAGER."

Received with much applause.

The chair stated that this was the only factory in North Adams without the Stamp up to this time, and this application meant the thorough organization of this town. (More applause.)

Delegate Meade stated that the Committee on Appeals and Grievances had considered Resolution No. 6 of Local 233 and beg to report as follows:

We find that the J. D. King Company violated Section 2 of Contract in not employing union men, and we recommend that the General Executive Board authorize the General President, or his agent, to wait on the said firm and arrange settlement of the controversy.

(Signed)

J. P. MEADE,
J. O'CONNELL,
GEO. F. CLOUGH,
J. J. RYAN,
D. F. SULLIVAN.

Report of Committee adopted.

Committee on Constitution.

Delegate Martindale reported that the Committee had considered Resolution No. 17, which had been recommitted to them, and recommend the following substitute:

Amend Sec. 65 of the Constitution by striking out the word "fiscal," also the words "June 1st to May 31st," so as to make the section read "only 13 weeks in any one year."

Adopted.

The Committee also recommended that all sick claims now on file be paid the same as heretofore.

Delegate Meade moved the recommendation be adopted. Carried.

Delegate Martindale stated that the following recommendation of the Committee on Officers' Reports had been referred to them:

Committee on Officers' Reports

recommend the adoption of the following:

That the offices of the General President, General Vice-President, and three members of the General Executive Board be declared vacant during this Convention, and their successors elected before we adjourn, to hold office for four years, and that in July, 1904, nominations be made and elect in November following the General Secretary-Treasurer and four members of the General Executive

Board by referendum vote by plurality, and that thereafter an election under the referendum system be held every two years, alternating so that one-half of the General Executive Board and General Officers be elected every two years so as to make the term of office of each four years, beginning with the election to take place in 1904.

The Committee further recommends that three General Auditors be elected under plurality vote at each election.

The Committee after careful consideration beg leave to submit the following substitute:

Sec. 9. The General Officers, General Executive Board and General Auditors of the Boot and Shoe Workers' Union shall be elected by popular vote. It shall require a majority of all votes cast for the candidates for any particular office to elect. Any member in good standing shall be eligible as a candidate for any office in this Union.

The term of office shall be for two years and shall alternate as follows: The General President, General Vice-President and four members of the General Executive Board shall, at the coming election, 1902, be elected for two years, and the General Secretary four members of the General Executive Board and three General Auditors together with Delegates to A. F. of L., shall be elected for one year. Thereafter, elections shall take place annually for terms of two years.

The General President, by virtue of his office, shall be a delegate to the A. F. of L. The other delegates to be elected for a term of one year at each annual election.

At the coming election, the nomination papers and ballots shall designate the members of the General Executive Board who shall serve for the two-year term and those for the one-year term.

The General Executive Board are hereby instructed to change all sections of the Constitution to conform with this section.

Delegate Walls moved that the word "plurality" be substituted for the word "majority." This would save the general union and the local unions much trouble and unnecessary expense.

The chair said that in his report to the Convention he had recommended that some of the offices be declared vacant in this Convention and their successors elected. He always favored the referendum, but it must be admitted that the referendum so far in this organization had been to a large extent a failure. He understood that many of the delegates were opposed to his plan. He wished permission to withdraw his recommendation. (Applause.)

At the request of Delegate Meade, Delegate Martindale again read the recommendation of the Committee.

Delegate Skiffington said he favored the general proposition, but was against Delegate Walls' amendment to replace a majority by plurality vote. The fact that it cost the organization a little more was not a very good excuse. The General Officers

should have the satisfaction of knowing that they had been elected by a majority vote. He favored the recommendation of the Committee that many manufacturers hesitated to do business with our Union while it was possible for the old board of officers to be wiped out and a new board elected who might take a different conception of the Contracts and adopt a different policy.

Delegate Meade opposed the substitute offered by the Committee. Did not favor a long term of office, and moved to have the whole matter referred to the locals for a referendum vote.

Delegate McMorroU understood that the delegates had come to this Convention to legislate for the best interest of all the shoemakers. The locals had gone to some expense to send delegates to this Convention to enact such laws as they deemed advisable for the best interest of the organization. To refer this matter to the locals for a referendum vote would be equivalent to confessing their inability to perform the duties entrusted to them by their various local unions.

Delegate Martindale opposed amendment to refer to the locals. Had been sent here to enact laws. Believed to refer would be a reflection upon the intelligence of the delegates. They should not leave for to-morrow what could be done to-day.

Delegate Doyle favored referring the matter to the locals. It was a radical departure. He had come to this Convention with the understanding that nothing of a radical nature was to be brought up.

Delegate Robinson said he had come uninstructed. This was a business proposition, and to his mind was for the benefit of the Union. Was opposed to referring it to the locals.

Delegate Heuver opposed referring it to the locals. A particular locality had the right to instruct their delegates to pursue a certain line of policy and the delegates had the right to disregard these instructions if they saw fit.

Vice-President Lovely took the chair.

Delegate Meade believed it should be referred to the local. The delegates from Brockton had brought their intelligence with them. Was a radical departure. Called attention to the fact that the Convention call issued by the General President had distinctly said that nothing of a radical nature would be brought up at this Convention, and for that reason more than any other, he believed that the locals should have the right to express their opinion by referendum vote.

Delegate Jones opposed the amendment. He could see nothing of a radical nature in the substitute recommended by the Committee. The referendum as practiced was nothing more than a farce.

Delegate Case favored the amendment.

Delegate Milne favored the amendment.

Delegate McMorroU said there seemed to be a disposition on the part of some of the

delegates here to find fault and have a grievance because somebody was not able to anticipate all of the legislation that was going to be enacted.

Delegate Case said while personally in favor of the proposition, still he believed that the matter should be referred to the various locals.

Delegate Post favored. If the Constitution as adopted at Rochester had been referred to the locals it would have been defeated.

Delegate Lowell did not see anything wrong in the recommendation. He had always been a strong advocate of the referendum and favored referring it to the locals.

President Tobin stated that the call for the Convention expressed the opinion that the success of our organization made it inadvisable to hazard our future by radical changes in the Constitution and he drew attention to the conservative nature of the report submitted by the Committee on Constitution, and pointed out the danger of submitting a proposition of this kind to a large element of new members joining the organization at the present time, and expressed the opinion that while our present Constitution would receive almost a unanimous endorsement in Brockton at the present time, three years ago it received the unanimous condemnation of the Brockton shoemakers, going to show that the rank and file, notwithstanding their honesty of purpose, might be mistaken on a proposition affecting their interests. My faith in the referendum has not been shaken, but I have been very much disappointed at the indifference manifested by the rank and file in the exercise of their privileges under the initiative and referendum. A large portion of our new membership is composed of persons who have been trained for years by their employer to shun the Union, consequently any proposition adopting unionism is not likely to receive the sincere consideration at their hands.

Delegate Laird favored the amendment to refer. He had received no instructions from his local. Did not deem it necessary to give instructions to the delegates from the fact that the General President in his Convention call has said that no radical changes were to be made. He hoped that the amendment to the amendment would be passed.

Delegate Macdougall moved the previous question.

Delegate Kearns protested strenuously. Wanted opportunity to speak.

The motion was lost.

Delegate Kearns said he had been listening attentively to the remarks of the various speakers, but he had heard no arguments as yet which had convinced him against the amendment. He said he had done more to build up the organization in Brockton than any other man. He alone was responsible for the radical change in the policy of the Brockton shoemakers. He said they had the

best organized city of shoemakers in the world in Brockton. They already demonstrated their confidence in the General Officers by raising their salaries, and what better evidence could they have that there will be no change in the General Officers. He had the utmost confidence in the General Officers. He fought for them. President Tobin is a good man. Secretary Baine is all right. He suggested that the whole matter be referred to the next Convention.

Delegate Jackman opposed. "I am sure from the statements that have been made by the delegates on the floor of this Convention, that the proposition would be unanimously endorsed if referred to the local unions. If this be true, why not accomplish the same result by adopting it."

Delegate Peterson stated he came there to transact business for his local union. The delegates represent the rank and file. Could see no necessity for referring the matter to the locals.

Delegate Chesley said he agreed with the last speaker. He believed that the Convention was the place to decide this matter and he saw no reason for referring it to the locals for their decision.

The chair stated the question comes upon the adoption of the report of the Committee.

Amended by Bro. Walls to strike out the word "majority" and insert "plurality."

Delegate Meade has offered an amendment to the amendment to refer the whole matter to the locals for a referendum vote.

Delegate Doyle requested roll call.

The chair stated that all those in favor of referring the whole matter will vote "yes" and those opposed will vote "no." The roll call resulted as follows:

Yeas—Andrews, Atwood, Bartlett, Battles, Baxter, Buckley, Dump, Case, Chatterton, Clark, Condon, Deane, Doyle (35), Falvey, Farrell, Geddes, House, Kearns, Kenney, Laird, Lawrence, Lee, Lowell, McCarthy, McCormick, Meade, Milne, Moran, Moore, O'Byrne, O'Connell, Phillips, Schaffield, Studley, Sullivan, Tighe, Wood—37.

Nays—Allen, Anderson (210), Anderson (94), Bury, Burn, Cleary, Parson, Charlesworth, Chesley, Clough, Crowley, Davis, De Bruyn, Donovan (192), Donovan (1), Doyle (94), Dulea, Galloway, Gordon, Heuver, Jackman, Jones, Kelleher, Kenward, Kieran, Leach, Lewis, Lovely, Lovett, Ludwick, Lynch, McLean, Martindale, Mathieu, McDonald, Macdougall, McMahon, McMorro, Miller, Nelson, O'Dell, O'Neill, Ouellette, Peterson, Post, Pund, Robinson, Ryan, Scannell, Schaeffer, Skeffington, Stewart, Walls, Wilder, Yeaton, Stackpole, Bodendoerfer—57.

The amendment to the amendment lost—37 yeas, 57 nays.

Delegate Meade raised the point that it required two-thirds of the vote to carry any amendment.

The chair ruled that under Section 107 of the Constitution, amendments submitted to

a referendum vote required two-thirds of the majority to adopt, while Section 108 provides for the adoption of Constitutional amendments at Conventions, but does not require a two-third majority.

Delegate Doyle moved that action on Delegate Walls' amendment be postponed indefinitely.

The chair ruled the motion out of order.

Roll call on the amendment resulted as follows:

Yeas—Battles, Baxter, Case, Chatterton, Chesley, Falvey, House, McCarthy, Milne, Moran, Robinson, Sullivan, Tighe, Walls, Stackpole—15.

Nays—Allen, Anderson (210), Anderson (94), Andrews, Atwood, Bartlett, Buckley, Bump, Bury, Byrne, Cleary, Carson, Charlesworth, Clark, Clough, Congdon, Crowley, Davis, Deane, De Bruyn, Donovan (192), Donovan (1), Doyle (94), Doyle (35), Dullea, Farrell, Galloway, Geddes, Gordon, Heuver, Jackman, Kearns, Kelleher, Kenney, Kenward, Kiernan, Laird, Lawrence, Leech, Lee, Lewis, Lovely, Lovett, Lowell, Ludwick, Lynch, McLean, Martindale, Mathieu, McCormick, McDonald, Macdougall, McMahon, McMorro, Meade, Miller, Moore, Nelson, O'Byrne, O'Connell, O'Dell, O'Neill, Ouellette, Peterson, Post, Pund, Ryan, Scannell, Schaeffer, Schaffield, Skeffington, Stewart, Studley, Wilder, Wood, Yeaton, Bodendoerfer—77.

Amendment lost, 15 to 77.

Roll call on the adoption of the report of the Committee resulted as follows:

Yeas—Allen, Anderson (210), Anderson (94), Bump, Bury, Byrne, Cleary, Carson, Charlesworth, Chesley, Clough, Congdon, Crowley, Davis, De Bruyn, Donovan (192), Donovan (1), Doyle (94), Dullea, Galloway, Gordon, Heuver, Jackman, Jones, Kelleher, Kenward, Kiernan, Leach, Lewis, Lovely, Lovett, Ludwick, Lynch, McLean, Martindale, Mathieu, McDonald, Macdougall, McMahon, McMorro, Miller, Nelson, O'Dell, O'Neill, Ouellette, Peterson, Post, Pund, Robinson, Ryan, Scannell, Schaeffer, Skeffington, Stewart, Walls, Wilder, Yeaton, Stackpole, Bodendoerfer—59.

Nays—Andrews, Atwood, Bartlett, Battles, Baxter, Buckley, Case, Chatterton, Clark, Deane, Doyle (35), Falvey, Farrell, Geddes, House, Kearns, Kenney, Laird, Lawrence, Lee, Lowell, McCarthy, McCormick, Meade, Milne, Moore, Moran, O'Byrne, O'Connell, Phillips, Schaffield, Studley, Sullivan, Tighe, Wood—35.

Committee's report adopted, 59 to 35.

Delegate Martindale stated that the Committee recommends that another section be added to the Constitution after Sec. 63 to read as follows: "When the strike fund has reached \$60,000.00, the General Secretary-Treasurer shall on the first of each month transfer from the general fund received during the past month to the strike fund an amount sufficient to reimburse said fund for all benefits paid during the past month and

maintain said fund at \$60,000.00." Strike our Section 89 and in its place insert, "The General Secretary-Treasurer shall forward an amount equal to \$4.00 per week for each member entitled to strike assistance."

Committee's recommendation accepted.

Resolution Committee presented the following resolution:

Resolution of sympathy with the miners of Pennsylvania and West Virginia in their present fight:

Whereas, the miners of the anthracite region of Pennsylvania and the soft coal miners of West Virginia are now engaged in a struggle to enforce the recognition of their Union and to remedy many other abuses, such as the abolishment of company stores, the depriving them of having an agent of their own at the tippie in order to insure them a correct weighing of the coal mined and protect them against fraud and other evils existing in their craft; and

Whereas, the coal miners have always been staunch supporters of Union-stamped shoes, thereby assisting us in the introduction of the stamp in many factories and the consequent betterment of the condition of our craft; therefore, be it

Resolved, That we, the Boot and Shoe Workers' Union in convention assembled at Detroit, extend to the said miners our heartfelt sympathy with and best wishes for success in their present struggle and pledge them our moral and financial support, and be it

Resolved, That when called for, the sum of one thousand dollars be appropriated, and that the Executive Board be instructed to pay all assessments, render all such further moral and financial support as may be necessary, and place organizers in the field at our expense, to assist them in their fight, whenever requested so to do, and be it further

Resolved, That the Secretary send a copy of these resolutions to the Secretary of the United Mine Workers.

Adopted unanimously.

Delegate Lovely moved that the President be instructed to wire President Mitchell the action of this Convention to the United Mine Workers.

Carried.

Resolution of thanks to the Iron Molders' Union:

Whereas, the Iron Molders' Union in convention assembled at Indianapolis, in July, 1899, generously donated the sum of one hundred dollars to promote the establishment and success of the Boot and Shoe Workers' Union, and

Whereas, said Convention adopted resolutions requesting its members to wear nothing but Union stamped shoes, therefore be it

Resolved, That the Boot and Shoe Workers' Union in convention assembled at Detroit, take this opportunity to return our special thanks to the said Iron Molders' Union

for their kindly assistance at a time when such assistance was so greatly needed; and for assisting us to create a demand for Union stamped boots and shoes, and be it further

Resolved, That the Executive Board be instructed to send a special representative to the convention of Iron Molders' Union, to be held at Toronto, Canada, July 7th, 1902, to convey our fraternal greetings to said convention and present these resolutions.

Adopted unanimously.

Resolution for adoption of an eight-hour working day:

Whereas, the introduction of labor saving machines has caused the supply of manufactured products greatly to exceed the demand for said products, and

Whereas, by said introduction of labor-saving machines, there has been caused, in many trades, what is known as the dull season, thereby enforcing long periods of idleness, therefore be it

Resolved, That this, the Fifth Convention of the Boot and Shoe Workers' Union in convention assembled at Detroit earnestly recommend the adoption of legislation making eight hours a legal work day, to remedy the above said evils, and be it

Resolved, That all local Unions be hereby instructed to put forth their utmost endeavors to bring such legislation to a successful conclusion, and be it further

Resolved, That the Secretary send a copy of these resolutions to all local Unions.

Adopted.

Adjourned to 1:30 p. m.

FIFTH DAY.

Afternoon Session.

Delegate Gordon moved to suspend roll call. Carried.

Telegram read by President Tobin to be sent President Mitchell of the United Mine Workers, as follows:

"Detroit, Mich., June 20, 1902.

To John Mitchell,

President United Mine Workers' Union,
Wilkesbarre, Pa.

Boot and Shoe Workers' Union in convention at Detroit by unanimous vote wishes your organization success and places \$1,000.00 subject to your call and our organizers are at your disposal in the coal fields.

(Signed)

JOHN F. TOBIN,

General President."

Adopted by the Convention.

Delegate Phillips, on Special Finance Committee, recommends the following:

We, the Committee, recommend that the General Executive Board be empowered to invest the money at their discretion in first mortgages in real estate.

(Signed)

CHATTERON,
PHILLIPS,
ATWOOD,
LUDWIG,
STEWART,
HOUSE,
STACKPOLE.

Delegate De Bruyn opposed. Said that money should be kept for emergencies.

Delegate Phillips made explanations as to argument of Committee.

Delegate Milne favored bonds rather than real estate.

Delegate Skeffington favored. Said that investments by the movement of Great Britain in real estate were successful.

Committee recommendation amended to include municipal, state and national bonds. Report as amended adopted.

Delegate Jones reports Committee on Labels and Boycotts.

No. 1. The Committee recommends that the matter of placing the Burley & Stevens concern on the unfair list be submitted to the General Executive Board, that they may make an effort to adjust the difficulty before applying for the levy of a boycott by the American Federation of Labor. Adopted.

No. 2. The Committee on Labels and Boycotts recommends the liberal expenditure of money to conduct an active campaign in promoting the sale of Union Stamp shoes. Adopted.

No. 3. The Committee recommends that the Convention endorse the boycott upon the Whittemore blacking, and that resolutions be adopted and sent to Glass Blowers' Union.

Committee on General Officers report. Adopted.

Committee recommends the adoption of the policy recognizing the right of the employer to hire and discharge for reasons sufficient to himself, after having agreed with the organization under contract to employ members of the Boot and Shoe Workers' Union in good standing, the Union reserving the right to inquire into the causes for discharge.

Matter indefinitely postponed, on motion, of Delegate Doyle.

Committee recommends that the General Executive Board employ a lady organizer to organize ladies' label leagues to promote Union Stamp interests and organize stitching rooms.

Sister Steghagen allowed the floor. Spoke in relation to the good results coming from ladies' label leagues. Believed in encouraging the leagues as much as possible. Stated that they did great good in Chicago in increasing the demand for Union Stamp shoes, and believed that the suggestion of the Committee would be calculated to increase the number of ladies' label leagues thereby getting the women interested in our cause, which would undoubtedly be one of the most important and valuable suggestions to this Convention.

Recommendation adopted.

Committee recommends that the name of our official organ be changed to Shoe Workers' Journal.

Recommendation adopted.

Committee recommends that the Journals be distributed in the factories by local agents.

Delegate Post favored eliminating adver-

tising from Journal and sending as formerly. Delegate Skeffington favored the continuation of sending Journals to addresses of members.

Delegate Lowell suggested that the Journal be printed in Toronto to avoid United States postal regulations.

Delegate Gordon suggested that advertising be retained if possible.

Delegate Case opposed. Said that Journal could not be distributed in factories.

On motion of Delegate Dullea the whole matter was referred to the General Board.

Delegate Lowell reports for Committee on Organization.

Committee recommends that three organizers be elected by the Executive Board to serve in the capacity of traveling organizers. Said organizers should receive their salary from the general fund, said salary to be regulated by the Executive Board.

Matter referred to the General Board.

Delegate Heuver recommended that a vote of thanks be extended to the Krentler Last Company for the Last Souvenirs sent to delegates, and that the Secretary notify the firm of the passage of this resolution. Adopted.

Delegate Pund placed Cincinnati as the place for the next convention.

Delegate Jones named Chicago.

Delegate Bury stated that for years they had been trying to organize the shoe workers in Cincinnati upon the low due system and failed, but after the Convention at Rochester had adopted the high due system the membership in Cincinnati increased immediately, and to-day they had the largest voluntary membership in the country, fully 95 per cent being volunteers, and he hoped to see the next convention assemble in the Queen City of the West, Cincinnati.

Delegate Pund stated that 1,000 members of Cincinnati were voluntary members, and that the Convention would do more good there than in any other place.

Delegate Kenward named St. Louis for the next Convention on the ground that the World's Fair would be an attraction for the delegates.

Delegate Lovely opposed St. Louis and favored Cincinnati.

Delegate Case named Toronto.

Delegate Jones withdrew Chicago from nomination.

Delegate Kenward withdrew St. Louis.

On a rising vote Cincinnati was selected as the place for the next Convention, Delegates Case and Milne voting for Toronto.

General President's report for General Executive Board on itemizing of accounts. Stated that all accounts would be itemized in The Journal as far as practicable.

Delegate Heuver recommended that \$500.00 be appropriated for the Lattimer fund. Recommendation adopted.

General Executive Board reports that \$500.00 has been appropriated for the relief of the Bangor strikers.

President Tobin reported having visited Pingree & Smith and that the firm stated they have no objection to recognizing a committee of the Union, providing the committee speaks only for those they represent.

Debate on Economics.

Delegate Lowell would like to have a respectful hearing. Might have taken the time of the Convention on a Socialist resolution, but refrained from doing so in the interests of the business of the Convention. Suggests that trades unionists vote as consistently as they strike. Stated that many worked all the year in the interests of higher wages and better conditions and were "scabs" on election day by voting the tickets for the capitalist party.

Delegate Stackpole recommended that delegates send for pamphlets printed in the interest of promoting the single tax theory.

Delegate Gordon gave a very interesting talk on the conditions of the people, the causes and the remedy, and entreated all to vote for the party which carried the principles to better the condition of the working class, the Socialist party.

Delegate Jones revered the memory of John P. Altgeld. Said he was the best friend workingmen ever had, and died poor in advancing the interests of labor.

Delegate Heuver believed that the Republican party was taking care of present conditions, and that through evolution things of the future would be righted.

President Tobin was called to the floor. Stated that he was pleased to note that there were some delegates present who had been at the Convention in 1895. His views of Socialism had never changed, although he

was pained to see divisions in the Socialist ranks. Believed that it was just as necessary to give thought to the proper political action as to the true trade union course. Had been a Socialist for years, and probably always would be, but that which was of the most vital importance was the concentration of thought and activity along lines calculated to get the workers organized in the greatest possible numbers under the trade union banner.

Before adjournment President Tobin congratulated the delegates upon the orderly manner in which they had conducted the business of the Convention, that in many instances where he had allowed matters to take place not in accordance with the rules laid down for the conduct of the business of the Convention, he had noted that a spirit of exceptional fairness prompted the delegates not to rise to points of order on these occasions. He entreated the delegates to go back to their homes with the determination of instilling into the minds of their constituents the necessity for increased activity in the interest of the Union. The rapid stride taken since the Rochester Convention of 32 delegates as against 24 at the one just closing was ample evidence of the wisdom and success of the policy of the organization.

Delegate Meade stated that while some things had not exactly pleased the Brockton delegation, that it would leave the Convention hall prepared to bury the hatchet, and that the Brockton unions would apply themselves to the work of extending the influence of the international organization.

On motion of Delegate Skeffington, the Delegates adjourned with the singing of "Auld Lang Syne."

UNIONISTS

**ARE IN DUTY BOUND TO BUY
"UNION LABEL GOODS."**

ALL OTHERS

Should purchase UNION LABEL GOODS, as by so doing the condition of the workers is improved and

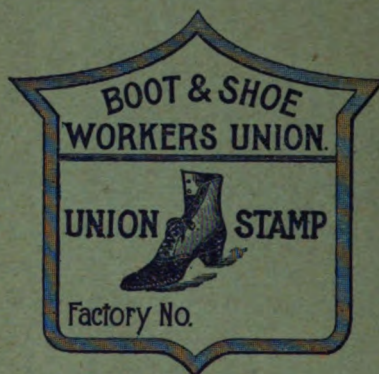
BESIDES,

other things being equal, better value is obtained for the money.

"BY THIS SIGN WE SHALL CONQUER."

ENDORSED BY THE
AMERICAN
FEDERATION OF
LABOR.

THE ONLY UNION
LABEL OF THE UNITED
SHOE CRAFT.



THE ONLY GUARAN-
TEE THAT
BOOTS AND SHOES
ARE NOT
MADE BY
CONVICT OR SCAB
LABOR.

REGISTERED

When Buying Shoes

demand goods bearing the above device impressed upon the sole, insole, or lining, and purchase none other.

**"Labor is the Foundation of Society
and of Government."**

FREE INSTITUTIONS MUST PERISH,

Or Ignorant, Convict and Scab Labor must be superseded by
Intelligent, Free and Union Labor.

1904
DEC 29 1914

PROCEEDINGS
OF THE
SIXTH CONVENTION
OF THE
BOOT AND SHOE
WORKERS'
U N I O N



HELD IN ODD FELLOWS' TEMPLE

AT

CINCINNATI, O.

JANUARY 11 TO 20, 1904

PROCEEDINGS

OF THE

SIXTH CONVENTION

OF THE

Boot and Shoe Workers' Union

Held in Odd Fellows' Temple,

CINCINNATI, O.,

JANUARY 11 to 20, 1904.

1904.

Press of S. ROSENTHAL & Co., 15-27 W. Sixth Street.
CINCINNATI, O.

PROCEEDINGS

OF

Sixth Convention of Boot and Shoe Workers' Union.

FIRST DAY.—MORNING SESSION.

The sixth convention of the Boot and Shoe Workers' Union met at Odd Fellows' Temple, Cincinnati, O., January 11, 1904.

Convention was called to order at 10 o'clock A. M. by president John F. Tobin, who introduced George Bury, President of Joint Shoe Council No. 16, who welcomed the delegates on behalf of the Cincinnati shoe workers.

He commented upon the great growth of the organization since its reorganization in 1899, as was evidenced by the fact that there were close to 200 delegates at this convention, only thirty-three at Rochester in 1899, and ninety-eight in Detroit in 1902. These facts prove the soundness of the policy of the Boot and Shoe Workers' Union, as under the old system of organization, it had been unable to maintain an organization of any size in Cincinnati, but under the new system and high dues, the City of Cincinnati has been more than able to hold its own. Business is poor in Cincinnati, which he attributed to the fact that most of the factories in Cincinnati were non-stamp factories, but he believed that it was only a question of a short time when the manufacturers in Cincinnati would adopt the union stamp. A number of arrangements have been made to entertain the visiting delegates, including a special meeting of Local 68 for Wednesday night, which he hoped all visiting delegates would attend. Arrangements have been made for a banquet to be held at Westwood Thursday night. He believed that this convention would result in great good for the organization, and on behalf of the Cincinnati Shoe Workers bade the delegates welcome to this city.

Henry Ott, of the Woodworkers' Amalgamated Union, was introduced and, with a few well-chosen words, presented the President with a gavel bearing the label of the Woodworkers' Amalgamated Union.

President Tobin, on behalf of the convention, thanked Bro. Ott for the gavel, and also responded to Bro. Bury's words of welcome. President Tobin then stated that the next order of business would be the report of General Auditors on credentials.

REPORT OF GENERAL AUDITORS ON CREDENTIALS.

The General Auditors, having examined the registry cards at headquarters of all the local unions that sent duplicate credentials, found the following local unions entitled to the delegates here reported, and we recommend that they be seated as no protests have been received:

NO. PLACE.

1. *Haverhill, Mass.*—
Herbert D. Ham,
Henry S. Baxter,
Harry Horton.
2. *Haverhill, Mass.*—
John Langland,
Thomas M. Bly.
6. *Haverhill, Mass.*—
J. H. McGrade,
Hattie E. Johnson,
Katherine Moriarty.
15. *Rochester, N. Y.*—
Gad Martindale,
John C. Shaeffer,
Frank A. Sieverman,
Arthur J. Whaley.
20. *Middleboro, Mass.*—
Alvin C. Howes,
John L. Luippold,
James E. McManus,
A. F. Rhoades.
25. *St. Louis, Mo.*—
Collis Lovely,
Albert Rongey.
26. *Haverhill, Mass.*—
W. H. Edmond,
William E. Batey.

NO. PLACE.

30. *Detroit, Mich.*—

John J. Scannell.

31. *Whitman, Mass.*—Norman D. Gillespie,
Edward L. Morrill.32. *Lynn, Mass.*—Frank Lee,
Alveston House,
Elmer F. Robinson.35. *Brockton, Mass.*—W. E. Jacoy,
W. H. Parks,
C. A. Kelly,
Thos. O'Hare,
W. F. Russell,
M. F. Saunders,
G. H. Newcomb,
J. B. Doyle.36. *Brockton, Mass.*—Herbert W. Leach,
James A. Farrell,
Marshall Williams.37. *Brockton, Mass.*—T. Edw. McDonald,
George. Chubbuck,
James Costello,
William Brady,
Frank Moriarty.38. *Brockton, Mass.*—J. P. Meade,
Wm. Shipman,
M. W. Cornell,
L. J. Willett,
Daniel Harrington,
Fred Mudgett,
John A. Reilly.44. *Brockton, Mass.*—Fred S. Geddis,
James Duffy,
F. E. Studly,
Jeremiah Casey,
Robert W. Upton,
G. Herbert Edwards.48. *Rockland, Mass.*—John F. Nolan,
Mrs. Hannah Graham,
Geo. H. Conant,
Fred J. Keane.53. *East Weymouth, Mass.*—John H. Tobin,
Peter F. Hughes,
Horace M. Randall.59. *Marlboro, Mass.*—Geo. McManamy,
Philip J. Byrne.68. *Cincinnati, O.*—George Bury,
William Tateman.69. *Whitman, Mass.*—William J. Burke,
George Foster.

NO. PLACE.

74. *Brockton, Mass.*—Lester C. Bartlett,
William F. Egan,
Thomas F. Kearns,
William C. Dehan,
Paul M. Perrier,
Timothy C. Sullivan.93. *Chicago, Ill.*—William Walton,
Frank McCabe.94. *Chicago, Ill.*—Mary Gorman,
Rose Ganford,
Margaret Martin.99. *Lynn, Mass.*—Alfred Stahr,
John F. McMahon.108. *Lynn, Mass.*—Mary Hayden,
Mary Donovan.111. *Brockton, Mass.*—Frank M. Bump,
Harry S. Fulton,
James H. Kelley,
Wm. T. Kennedy.118. *Brockton, Mass.*—Thos. C. Farrell,
Geo. F. Eldridge,
Thos. Haley,
Fred Dougherty.122. *Randolph, Mass.*—

Minot A. Burrell.

130. *North Brookfield, Mass.*—

John J. Mulcahy.

133. *Chicago, Ill.*—J. J. Ryan,
H. G. Hicker.139. *Springfield, O.*—

Frank Bustum.

141. *Philadelphia, Pa.*—

William E. Warren.

143. *South Braintree, Mass.*

John F. Kelly.

148. *Newark, N. J.*—

Sylvester Summers.

150. *Rochester, N. Y.*—

Eliza Norton.

170. *Milwaukee, Wis.*—Emmett Healy,
Gustave Esche.

- | NO. | PLACE. | NO. | PLACE. |
|------|--|------|---|
| 174. | <i>Salem, Mass.—</i> William J. Carson, James F. Crowley. | 256. | <i>Brockton, Mass.—</i> Walter M. Steele, Nicholas Bowe, Chas. N. Cote, May E. Cleveland. |
| 191. | <i>Haverhill, Mass.—</i> Ernest E. Richards, William P. Gould. | 260. | <i>Lynn, Mass.—</i> John F. Shea. |
| 192. | <i>Brockton, Mass.—</i> Henry J. Regan, Thomas Hickey, Geo. N. Hubbard, John J. Holland, Albert W. Lyseth, Thos. F. Lynch, Frank Ford, Francis J. Clark. | 262. | <i>Belleville, Ill.—</i> Jacob Kissell, Jr., Morton T. Jones. |
| 200. | <i>St. Louis, Mo.—</i> Peter A. Lovely. | 265. | <i>Dixon, Ill.—</i> John Fitzsimmons, Richard Fauth, John McIntyre. |
| 201. | <i>North Adams, Mass.—</i> Percival J. Cameron. | 266. | <i>Montreal, Can.—</i> Alphetus Mathieu. |
| 205. | <i>Lynn, Mass.—</i> William McCarthy, John D. Dullea. | 269. | <i>New Orleans, La.—</i> John Bersuder. |
| 207. | <i>St. Louis, Mo.—</i> Harry Goodwin. | 281. | <i>St. Paul, Minn.—</i> Chas. E. James. |
| 210. | <i>Cincinnati, O.—</i> Frank F. Burke, Aug. S. Steding. | 285. | <i>North Adams, Mass.—</i> Daniel J. Reagan, Jas. P. McMahon |
| 213. | <i>Chicago, Ill.—</i> A. G. Erlando, Chas. Zoeller. | 287. | <i>Haverhill, Mass.—</i> Thomas A. Williamson, John D. McLain. |
| 215. | <i>Springvale, Mass.—</i> F. E. Dennett. | 289. | <i>Lynn, Mass.—</i> John P. Murphy. |
| 219. | <i>Portsmouth, O.—</i> Frank J. Emmett. Geo. W. Johnson | 295. | <i>St. Paul, Minn.—</i> John Cook. |
| 221. | <i>St. Louis, Mo.—</i> Theo. C. Harbarth, Richard Woltman. | 297. | <i>North Adams, Mass.—</i> Edward Danials. |
| 222. | <i>Cincinnati, O.—</i> James Lewis, Ed. Harris, Orville Turner. | 298. | <i>Chicago, Ill.—</i> Walter Elphinstone. |
| 225. | <i>Auburn, Me.—</i> Leonard Marshman. | 301. | <i>York, Penn.—</i> James G. Waltman. |
| 228. | <i>Hamilton, Ont.—</i> Frank Hall. | 302. | <i>Chicago, Ill.—</i> James Finnegan. |
| 232. | <i>Hamilton, Ont.—</i> Leonard Stewart. | 303. | <i>Chicago, Ill.—</i> J. J. Donohue, Alfred H. Darlington. |
| 234. | <i>Hamilton, Ont.—</i> Annie I. Gibson. | 305. | <i>Buffalo, N. Y.—</i> Fred Biers. |
| 241. | <i>Columbus, O.—</i> Mayme O'Neil. | 315. | <i>Elmira, N. Y.—</i> C. R. Little. |
| 250. | <i>Chicago, Ill.—</i> Daniel M. Kane. | 338. | <i>St. Louis, Mo.—</i> Sadie Spraggon, Kate Broderick, John A. Helliker. |
| | | 340. | <i>Janesville, Wis.—</i> William Pierson. |
| | | 347. | <i>Hamilton, Ont.—</i> Henry Bubenheim. |

- NO. PLACE.
350. *Menominee, Mich.*—
S. R. Brearley.
363. *Keokuk, Ia.*—
Edward G. Vaughan,
Chas. J. Moore.
364. *Cincinnati, O.*—
Mollie Weitler.
365. *Brockton, Mass.*—
Dennis E. McCarthy,
Thomas Rooney,
Lawrence Dorgan,
Frank Poole.
367. *De Kalb, Ill.*—
N. T. Swansen.
370. *Brockton, Mass.*—
William L. McConney,
Geo. A. Monk.
371. *North Abington, Mass.*—
Thomas W. O'Donnell,
Patrick A. Loftus.
373. *Genoa, Ill.*—
James Hines.
376. *Dixon, Ill.*—
W. A. Gibbs.
377. *Honesdale, Pa.*—
Jacob A. Demer.
385. *Portsmouth, O.*—
J. W. Beck.
386. *Portsmouth, O.*—
Louis E. Yeager
387. *Portsmouth, O.*—
Margaret Ingalls.
402. *Dixon, Ill.*—
Mame O'Malley.
- "O" *At Large.*—
C. J. McMorrow.

PHILIP J. BYRNE,
A. D. McDONALD,
J. F. McMAHON,
Credentials Committee.

On motion, the report of the Auditors on Credentials, with their recommendations, were adopted.

Delegate Healy, of Local No. 170, requested that A. Diedrich be seated as alternate for Gustave Esche, who was unable to attend. On motion the request was granted, and delegate seated.

John Sindelar, Local 126, of St. Louis, stated that he was a delegate to the convention, but that his name had not been read by the Credentials Committee.

Secretary Baine stated that he had never received any duplicate credential from Local No. 126, therefore the Credentials Committee had been unable to report the delegate's name.

The Chair stated that the matter would come under the head of belated credentials, and on motion the delegate was seated.

Delegate Howes, of Local No. 20, Middleboro, Mass., stated that L. W. King and M. H. O'Donnell (alternates) were present in place of James E. McManus and Arthur F. Rhoades, who were unable to attend. On motion, the two alternates were seated.

Roll call showed the following delegates absent:

Fred Biers, No. 305.
J. W. Beck, No. 385.
P. J. Cameron, No. 201.
John Cook, No. 295.
Frank J. Emmett, No. 219.
James Finnegan, No. 302.
Theo. C. Harbarth, No. 221.
Alphetus Mathieu, No. 256.
Mayme O'Neil, No. 241.
Earnest E. Richards, No. 191.
Louis E. Yeager, No. 386.
Richard Woltman, No. 221.

The President stated that the next thing in order would be the appointment of a sentinel. Delegate Kelley, of No. 35, was nominated, but declined.

Delegate Regan, of No. 192, moved that some member of the union in Cincinnati, who was not a delegate, be appointed sentinel, and be paid \$3.00 per day. Adopted.

The President suggested that the badges be distributed to the delegates with the understanding that the badges were to serve as the password. On motion, this suggestion was adopted.

Delegate Dullea requested information as to whether members with clear due books, who were not delegates, would be allowed a seat in the convention.

The President stated it was a question to be settled later.

Delegate Saunders, No. 35, asked whether the delegates reported by the Credentials Committee had been seated by the convention.

President Tobin: The report of the credentials Committee has been accepted; therefore, the delegates reported by them have been seated.

President Tobin: The next order of business will be the appointment of committees, but

before naming the committees will inform the convention that there should be five persons on each committee. In view of the large delegation, I have taken the liberty of increasing the committees to nine, subject to ratification of the convention.

Delegate Studley moved that the committees be increased from five to nine. Adopted.

The President then named the following committees:

COMMITTEE ON RULES.

Jeremiah J. Ryan, No. 133, Chicago, Ill.
John H. Tobin, No. 53, E. Weymouth, Mass.
T. C. Sullivan, No. 74, Brockton, Mass.
Walt. H. Edmunds, No. 26, Haverhill, Mass.
Miss Kate Broderick, No. 338, St. Louis, Mo.
Miss Mary Donovan, No. 108, Lynn, Mass.
James Lewis, No. 222, Cincinnati, O.
Miss Annie I. Gibson, No. 234, Hamilton, Ontario, Can.
Geo. F. Eldridge, No. 118, Brockton, Mass.

COMMITTEE ON OFFICERS' REPORTS.

Frank J. Clark, No. 192, Brockton, Mass.
Miss Mary Gorman, Union 94, Chicago, Ill.
Geo. N. Hubbard, No. 192, Brockton, Mass.
Thos. O'Hare, No. 35, Brockton, Mass.
Harry Goodwin, No. 207, St. Louis, Mo.
Elmer Robinson, No. 32, Lynn, Mass.
Alfred Stahr, No. 99, Lynn, Mass.
Fred E. Studley, No. 44, Brockton, Mass.
Gad Martindale, No. 15, Rochester, N. Y.

COMMITTEE ON APPEALS AND GRIEVANCES.

Thos. M. Bly, No. 2, Haverhill, Mass.
Herbert W. Leach, No. 36, Brockton, Mass.
John Fitzsimmons, No. 265, Dixon, Ill.
Albert W. Lyseth, No. 192, Brockton, Mass.
Albert Rongey, No. 25, St. Louis, Mo.
Frank Lee, No. 32, Lynn, Mass.
Alvin C. Howes, No. 20, Middleboro, Mass.
Geo. Bury, No. 68, Cincinnati, Ohio.
Geo. A. Monk, No. 370, Brockton, Mass.

COMMITTEE ON RESOLUTIONS.

Louis J. Willett, No. 38, Brockton, Mass.
A. J. Whaley, No. 15, Rochester, N. Y.
John A. Hellicker, No. 338, St. Louis, Mo.
C. J. McMorrow, "O" (At Large), Boston, Mass.
Fred Biers, No. 305, Buffalo, N. Y.
W. E. Jocoy, No. 35, Brockton, Mass.
Miss Rose Ganford, No. 94, Chicago, Ill.
Thos. F. Lynch, No. 192, Brockton, Mass.
Wm. E. Warren, No. 141, Philadelphia, Pa.

COMMITTEE ON ORGANIZATION.

Daniel M. Kane, No. 250, Chicago, Ill.
Jas. F. Crowley, No. 174, Salem, Mass.

Frank Moriarity, No. 37, Brockton, Mass.
Miss May E. Cleveland, No. 256, Brockton, Mass.

Alveston House, No. 32, Lynn, Mass.
Henry J. Regan, No. 192, Brockton, Mass.
Geo. McManamy, No. 59, Marlboro, Mass.
Wm. H. Parks, No. 35, Brockton, Mass.
J. J. Donohue, No. 303, Chicago, Ill.

COMMITTEE ON LABELS.

John P. Meade, No. 38, Brockton, Mass.
Miss Sadie Spraggon, No. 338, St. Louis, Missouri.

John C. Schaeffer, No. 15, Rochester, N. Y.
Theo. C. Harbarth, No. 221, St. Louis, Mo.
John D. McLean, No. 287, Haverhill, Mass.
Frank M. Bump, No. 111, Brockton, Mass.
John J. Scannell, No. 30, Detroit, Mich.
Norm. D. Gillespie, No. 31, Whitman, Mass.
John F. Nolan, No. 48, Rockland, Mass.

COMMITTEE ON CONSTITUTION.

Collis Lovely, No. 25, St. Louis, Mo.
D. E. McCarthy, No. 365, Brockton, Mass.
Herbert D. Ham, No. 1, Haverhill, Mass.
Emmett Healy, No. 170, Milwaukee, Wis.
M. A. Burrell, No. 122, Randolph, Mass.
Wm. Tatem, No. 68, Cincinnati, O.
Walter Elphinstone, No. 208, Chicago, Ill.
Charles E. James, No. 281, St. Paul, Minn.
Walter Steele, No. 256, Brockton, Mass.

Delegate Farrell, of Union No. 118, objected to not being named on any of the committees, and said he thought it strange that he, the oldest man in this convention, and the oldest labor man in the country, should be deprived of a place on one of the committees. "Don't care anything about it, but think my age and experience in the Boot and Shoe Workers' Union movement entitles me to have a place in the determination of what shall be the future of the Boot and Shoe Workers' Union. Just here I might as well say as at any time, that this is a personal affair between President Tobin and myself. In the Detroit Convention I was willing to take a back seat, but in this present convention, I think it is wrong. It is a matter of personal animosity that I, the oldest man in the convention, should be deprived of a place in the committee appointments."

Delegate Goodwin, Local No. 207, moved that the committees named by the President be accepted.

Adopted.

General Vice-President Lovely then took the Chair, and General President Tobin read his report, which follows:

GENERAL PRESIDENT'S REPORT.

FELLOW WORKERS:

This is the Sixth Convention of the Boot and Shoe Workers' Union, and the third since the adoption of high dues and our present form of organization. It is not necessary for me to say that our organization has made wonderful progress within the past four years, and especially during the past year. The fact that we had 99 delegates at our convention at Detroit, Mich., in June, 1902, and have about 200 at this convention, speaks more eloquently of the growth of our Union than anything that might be said in this report. During the past year we have gone through a series of pitched battles that would certainly have meant the destruction of any organization less well equipped than ours, which fact alone, proves that we are on the right track. Hostile movements, such as the so-called "Parry" organization, and the independent unions, who, knowingly or unknowingly, are aiding the work of employers' organizations, hostile to trades unions, do us some damage. The radical and unreasonable employer with whom we do business, whether a member of a manufacturers' association or not, is the counterpart of the radical and unreasoning members of our own organization. Both are alike dangerous and a menace to the success which should attend the future of our organization.

UNION STAMP.

There can be no question as to the value of the union stamp in connection with the growth and future of our organization. Nothing heretofore has proved so effective as the union stamp in promoting organization. Nothing has had a more important influence in raising wages, or been so valuable in protecting us against reductions in wages. Above all, the union stamp and the arbitration contract, when properly used, prevents individuals from making personal contracts to the injury of the union and their fellow employees. To make the union stamp successful requires constant agitation by means of advertising agents visiting labor organizations, and by conducting a general advertising campaign through all legitimate advertising mediums. We have found the steel stamp to be the most

practical method of marking union-made shoes, and that it has been comparatively free from attempted counterfeiting. The rubber union stamp, however, has proved unsatisfactory, because of manufacturers sending out shoes without the union stamp, which the dealers afterwards requested to be stamped. The manufacturer sent the rubber union stamp for this purpose, and we have been called upon to do likewise. Rather than have the goods returned to the factory from the dealer, we have reluctantly done so in a few cases, but have always placed the stamp in the hands of a trustworthy representative of the union.

We find nothing to commend the rubber stamp, and for some months have persistently refused to issue any new ones. As fast as possible, the ones in use are being called in.

Do you approve the entire withdrawal of the rubber union stamp at the earliest possible date?

KEEPING CONTRACTS.

Since our last convention, we have been very successful in maintaining the integrity of our contracts. The only places where we have had any serious trouble in this respect, are where rival organizations have existed in the shoe trade, notably Lynn and Haverhill. The distinguishing characteristic of local independent unions is little or no regard for their contract obligations. Our experience has been that they make a contract and mentally resolve never to carry it out. Our contract with the Knights of Labor Cutters of Lynn, provided (Section 11) that, should anything arise to mar the harmonious relations intended to be promoted by the contract, a conference would be held between the Executive Board of the Knights of Labor and the general officers of the Boot and Shoe Workers' Union. Instead of complying with the plain provisions of this contract, they trumped up a flimsy excuse for breaking it, alleging some shortcomings on our part, and charging that we refused to recognize cards of their members in Dalton, Mass., and Toronto, Ont., although these incidents occurred many months prior to their infidelity, followed by a declaration of war upon us. It is a sig-

nificant fact that we were not seriously charged with any breach of faith until the firms of Wm. Porter & Sons, and Williams & Clark, of Lynn, applied for the union stamp. The Knights of Labor Cutters had price-lists posted in both factories, and the Boot and Shoe Workers' Union would have abided by its contract, which provided that jurisdiction over the cutters in union stamp factories in Lynn, should not be claimed by the Boot and Shoe Workers' Union, until such time as 250 cutters were employed in union stamp factories in Lynn. This acquisition of the two above named firms would have made the number of cutters so employed about 300. Rather than comply with the obligations under their contract, and live honorably by their agreement, they demanded that the union stamp manufacturers bind themselves to employ only members of the Knights of Labor in their cutting rooms, or discontinue using the union stamp of the Boot and Shoe Workers' Union. The union stamp manufacturers having refused both propositions, we were confronted with the question whether we would permit our contracts to be violated by the cutters who were bound by the arbitration contract we had with the manufacturers, which they, the Knights of Labor, agreed to abide by. Having reached the decision that we must, under all circumstances, protect our contracts, we proceeded to do so, even though at an enormous expense. That we have succeeded and established an enviable record and reputation in the matter of keeping our contracts, is proved conclusively by the fact that our organization has more than doubled in membership during the past year, and we are assembled in this convention with more than twice as many delegates as attended our convention at Detroit, in June, 1902.

Another evidence of the spurious nature of independent union contracts, is shown in North Adams, Mass. The Lasters' Protective Union agreed that it would dissolve and become a part of the Boot and Shoe Workers' Union as soon as the last named organization could show a membership of 20,000 in good standing. Upon reaching this number and notifying the North Adams lasters' local of our willingness to prove the membership, and suggesting that they carry out their contract by taking out a charter in the Boot and Shoe

Workers' Union, they curtly and briefly replied that they absolutely refused to join the Boot and Shoe Workers' Union. We have allowed this matter to drift along for considerable time, but believe that some time within the near future the case should be closed up. We, therefore, recommend that the General Executive Board be authorized to notify the North Adams Lasters' Union, that within a certain period they will be obliged to carry out their agreement with us, and upon failure to do so, members of the Boot and Shoe Workers' Union shall be given employment in the union stamp factories of North Adams, and we further recommend that our several lasters' unions be requested to ask for one hundred and fifty (150) volunteer lasters, to work upon men's McKay and welt shoes, and be willing to accept employment in North Adams, Mass., for the purpose of protecting the contracts of the Boot and Shoe Workers' Union.

GENERAL UNION—LOCAL UNION.

In some of our local unions, we have members who preach the doctrine of opposition to the general union and the general officers, and by every argument known to that class of narrow-minded, self-seeking individuals, array the local union or unions against the general organization. To the extent that they are able to succeed, the local union or unions are injured and the general movement handicapped in that locality, likewise the day when we may expect better wages and conditions in the shoe trade is postponed. This class of local agitators find a certain degree of sympathy from which is called our forced membership; and our enemies outside of the organization are encouraged by this discord within our organization. We have found that the so-called forced or involuntary membership can be converted to a correct understanding of the aims and purposes of the labor movement, despite the pernicious influence of our enemies within and outside of the organization. For this reason, I believe the organization can profitably devote a goodly portion of its energy to educating this voluntary ignorance of the newer membership and curtail the influence of the demagogues who would array one portion of the organization against another. The success of our movement in some localities and lack of success in

others, furnishes a sufficient example to demonstrate that where the local union co-operates with the National Union, best results have been secured, while in places where this co-operation has not been manifested and the good offices of the general union have been misinterpreted and discredited, the poorest results have obtained.

St. Louis, Mo., furnishes the most striking example of this lack of co-operation. When all the facts are known in this matter, even the most skeptical will be convinced that, in cases where the local union influence is against the general union, although the general organization is retarded to some extent, success locally is absolutely impossible.

It would seem to me the part of wisdom to relegate to the rear those who would create a division between local unions and the National Union, or between branches of the trade. They should join the ranks of the unorganized, and perhaps a few more years of falling wages in the unorganized factories will teach them a lesson.

FACTORY SYSTEM.

This is a subject which should receive very much more attention at the hands of the employer than heretofore, as there is nothing that has a more important influence upon wages than the system under which the work is performed. So much is this the case, that the mere statement that wages are so and so in such a factory, gives absolutely no reliable information as to whether the wages are good or bad. In many large factories the system is so poor that, notwithstanding the natural advantages which should come to the employees through a larger volume of work, we find in a smaller factory the system is so much better that the earnings per day, per week or per year, are very much better. When we take into consideration the nervous tension under which the average shoe worker labors, in order that he may keep pace with his fellow workmen and earn a living wage, it will be readily understood that the workman becomes irritable, dissatisfied and demoralized. Where the system is such that he is obliged to wait between cases and to run from one part of the factory to another to assemble his work and to overcome defects of various kinds that should be provided against by the employer, best results cannot accrue to the employee and the employer.

I believe that a reorganization of the system in various departments of factories would do more to satisfy the employees than even an increase in wages. In fact, an improvement in the system is always equivalent to an increase in wages. Regardless of what may be the price per pair and whether the wages are considered good or bad, the amount of money received for wages by the workman on pay-day is the infallible, determining factor as to the standard of wages.

REFERENDUM ELECTION.

I find very little in this plan of election to sustain the great faith I once felt that the rank and file should have an opportunity to give expression to their choice of officers. The fact that from 85 to 90 per cent of our members fail in this important duty, seems to indicate that they do not want the right of suffrage.

If this form of election is to be continued, I strongly recommend that the election be held upon a certain date fixed by the Constitution, and that the voting take place in all local unions on that date between certain hours.

RAPID GROWTH SHOULD BE AVOIDED.

Our experience, especially during the past year, has demonstrated that rapid growth in a labor union, as well as in most any other organism, is injurious. Spontaneous growth in various places, due to the influence of our Union Stamp as a trade maker, has given us a membership of raw recruits whose first thought is that the organization is for the sole purpose of immediately giving them a standard of wages and conditions which the veteran trade unionists have made possible, and have given years of labor to establish. The first thought of a newly organized shop's crew is that notwithstanding the wages they have worked for heretofore, they are immediately entitled to the highest standard of wages found any place in the trade. They evidently lose sight of the fact that the manufacturer paying the lowest rate of wages, may still have a smaller margin of profit than the manufacturer paying the highest scale. The low wage factory may have an unfavorable location as to market, and be obliged to accept inferior work because of the low scale of wages. Compelled to use a better grade of stock to offset the poor work, their goods must be sold to the trade at a less price than

the manufacturer paying the highest wages and having the best workmanship. The profit of the manufacturer who pays the lowest scale of wages is more frequently smaller and less certain than the manufacturer located more favorably, and having the opportunity to employ the best workmen and pay the best wages.

It would seem, then, that education to the principles of our organization; and a steady, healthy growth, is very much more to be desired than to take the chances of education after phenomenal growth.

ORGANIZERS.

During about one-half of the year 1903 the time of our General Organizers and Advertising Agents was almost exclusively taken up in the work of defending our contracts wherever assailed, and when not thus engaged, local union grievances and price-lists occupied their time. This almost completely side-tracked their work of advertising the Union Stamp by visiting local unions, Central Bodies, State Branches and Conventions. In pursuit of their work, long and frequent trips were necessary from place to place, which has been an important factor in causing the expenses of some of our organizers to appear abnormal, and invited criticism from some sources, and comparison between different organizers as to their expenses.

It will be readily understood that an organizer, stationed in one place and not called upon to travel, has not the expenses of one who is in Boston today, Cincinnati tomorrow, St. Louis the next day, and St. Paul the day after. In order to justly criticize the expenditure, it is necessary that the critic be in possession of all facts.

LYNN, MASS.

Beginning early in January, 1903, we have gone through a series of battles calculated to either destroy the Boot and Shoe Workers' Union or to establish undivided jurisdiction over the organized shoe workers.

The contest which began in Lynn, last January, was inevitable. It became apparent to us, long before the struggle began, that our agreement in Lynn, intended to prevent just such a conflict, and to establish a higher standard of wages and better conditions in the shoe trade, was never entered into by the K. of L. with any intention of being fulfilled. So much has been said and written upon this

Lynn controversy that I deem it necessary to only briefly touch upon it here, but hope the Convention will seek every possible knowledge upon the subject, and especially pass upon the large expenditure incurred in this contest, as well as the contests growing out of it.

In a circular which we issued last February, a recommendation was made that gold medals be issued to the heroic men and women who went to Lynn during the heat of that struggle and withstood the insults, assaults and other abuses heaped upon them by the contract breakers with the connivance of the city authorities. Evidently it was the intention to drive our people away and leave the field free to Lynn K. of L. Cutters. It may be true that some of the people who went to Lynn at our solicitation, were not actuated by the lofty purpose of sustaining the union and its contracts, but were rather influenced by the guarantee of fixed wages made by our organization, as well as transportation, board and lodging to be paid by the union. Nevertheless, it is also true that many men and women have made great sacrifices and stood their ground, and are still holding their positions in defense of our contracts, even at great personal inconvenience, and without reward other than the wages they earn. Inasmuch as a gold medal could not adequately portray and convey to future generations the heroic work of our members in Lynn, I recommend that the general officers be authorized to have prepared, a suitable certificate acknowledging honorable service in defense of our organization and its contracts; that any person holding such certificates will always be entitled to reinstatement in the union in case of his or her suspension, without the payment of the usual reinstatement fee; that the holder of a certificate shall be entitled to employment in any factory under the jurisdiction of our union, immediately upon presentation of the certificate, without the usual formality of reinstatement.

Our success in maintaining the integrity of our contracts in Lynn, Haverhill, Montreal, Que., and later in St. Louis, Mo., against the most determined opposition of our enemies amongst the shoe workers, reinforced by sympathy and support from hostile shoe manufacturers, must surely be regarded as an achievement which fully demonstrates the value of our organization. We are better able to appreciate the

possibilities of the Boot and Shoe Workers' Union when all the discordant elements in our craft come together, in one grand organization pledged to a general improvement in the wages and conditions of shoe workers, and freed from the self-seeking and illegitimate aspirations of individuals who are actuated by a spirit of revenge, or who have no conception of the labor movement, and who refuse to extend their organized influence and help beyond the branch or town which they pretend to represent. That we have been able to maintain our position in battle after battle, by the aid of our regular financial receipts alone, without the necessity of an assessment, clearly demonstrates the value of an organization based upon dues of 25 cents per week, over those based upon low dues with the certainty of large assessment grudgingly paid in time of trouble.

HAVERHILL, MASS.

We have not been without trouble in the city of Haverhill during the past year, due to the influence of hostile forces, whose main purpose was to injure our organization, which they succeeded in doing to some extent, but at fearful sacrifice to themselves. Through their influence, directly and indirectly, we have lost a few factories in Haverhill, as we did in Lynn. This loss was without gain to the opposition, as the factories, without exception, are lost to the independent organizations in both cities, and the shoe workers who blindly followed the erratic Kelly are now eating the bitter fruit of disappointment and disorganization; and Mr. Kelly is meeting the fate of every leader of an unsuccessful cause.

His reputation for honesty and unselfish devotion to the cause of the turned workmen has been rudely shaken since it has become generally known that, while not a member of the Boot and Shoe Workers' Union, he was a candidate for the position of General Secretary-Treasurer, made vacant by the resignation of Ex-Secretary H. M. Eaton. Notwithstanding the fact that he as assistant editor on our JOURNAL, and a fearless champion of our form of organization while under pay, he became our enemy, apparently through disappointment at his failure to become national leader of the shoe workers, and gratify his love, as expressed by himself, "to steer big things or to watch a daring steersman and give him a word of advice when necessary."

Our large gain in membership in the city of Haverhill, when the manufacturers there applied for the union stamp in quick succession, gave us a membership composed of persons who previously were out of sympathy with a union of any kind. Naturally, they were an easy prey to the influence of Lynn and the Independent Shoe Workers' Union of Haverhill, who, by working upon their known opposition to unions of any kind, threatened us with serious trouble in Haverhill. Nevertheless, outside of the cutting room at Hilliard & Tabor's factory, we suffered no serious damage from the shoe workers opposed to unions. In the turned working departments in four of the principal factories, a number of men were induced to violate our Constitution and repudiate our agreements, by leaving their work, which imposed upon us the task of sustaining our contracts by filling their places, as we did under circumstances similar to Lynn.

MONTREAL, QUEBEC.

A few months ago the Slater Shoe Co., of Montreal, Que., after years of experience with an independent organization known as the Canadian Federation of Shoe Workers, made application for the use of our Union Stamp under regular arbitration contract. After we held a meeting of the employees to organize, the Canadian Federation of Shoe Workers ordered their members, to the number of nearly 100, to leave the factory rather than join the Boot and Shoe Workers' Union, in the hope that by pursuing this course the firm would be influenced to reconsider their determination to use the union stamp. In this position the independent union had the active support of the Shoe Manufacturers' Association of Montreal, from which organization the Slater Shoe Co. resigned previous to applying for our union stamp, and employment was speedily found for the men who went out on strike. Notwithstanding all the opposition, the Slater Shoe Co. never faltered, and within a short time had their factory running up to their usual capacity; for several weeks past they have been producing twice their usual number of pairs each day. The Canadian Federation attempted to embarrass the firm, and our organization, by appeal to the courts, charging the importation of alien contract labor from the United States, which

charge they were utterly unable to sustain, and the verdict was against them.

Our progress in Canada has not been great, but we have held our own and gained the Slater Shoe Co. of Montreal, which is one of the most important factories in the Dominion, manufacturing a fine grade of men's and women's welt shoes, and rapidly increasing their business.

BROOKLYN, NEW YORK.

About a year ago, the firm of Wichert & Gardiner, Brooklyn, New York, manufacturers of ladies' fine shoes, expressed a willingness to adopt our arbitration system, and Organizer Sieverman was assigned to the work of organizing the factory. For years there existed amongst the employees an independent union of cutters and an independent union of other branches of the trade. It was necessary to convert them to an appreciation of the value of our organization over their own, which was no small task, as the usual practise of misrepresenting our organization was indulged in and the prejudice of the shoe worker appealed to. This necessarily made the task of organizing the factory one of considerable magnitude, but after some time we succeeded in organizing all departments except the cutting room. At the beginning the cutters offered no serious objection to joining the Boot and Shoe Workers' Union, and were willing to take out a charter with us, if we would issue it to them, but rather leaned to the opinion that it would be better to wait and endeavor to convince the other members of the cutters' union, employed in other factories, that there should be no division in their ranks, and that all should join in applying for a charter under our organization. Realizing that we could not afford to be responsible for a division in the craft, due to any act of ours, we coincided with the views expressed by the Wichert & Gardiner cutters. Just at this time the Lynn trouble began, with all its emissaries distorting and misrepresenting the Boot and Shoe Workers' Union, and was seized upon as an excuse for the Brooklyn cutters refusing to take any position that would indicate partizanship with either side. For this reason the cutters in the Wichert & Gardiner factory are still outside of our organization, which we have permitted to continue, although understanding that it is not in

harmony with the decision of the Detroit Convention. You will appreciate the fact that any undertaking to carry out the instructions of the Detroit Convention to the letter would have embroiled us in a contest, not only in Brooklyn, but in North Adams as well, with the certainty of dividing our energies and forces sufficiently to make success less certain in any place.

We await the instructions of this convention as to what disposition shall be made of this subject.

ST. LOUIS, MO.

You are all more or less familiar with the recent dispute within our organization in St. Louis. The promoters of the trouble refused to appear before our General Executive Board in support of their alleged grievances against the general officers, notwithstanding the expense and loss of time incurred by the Board holding a meeting in St. Louis from September 9 to 12, 1903. The General Executive Board naturally expected that the St. Louis Shoe Council and local unions would be glad to appear before it, and, face to face with the general officers, substantiate charges contained in letters and circulars issued by the Council and local unions for weeks prior to the Board meeting. Lack of time to prepare during the four days the Board was in session is the flimsy excuse offered by the Council for not appearing; yet, Mr. Lawrence, the President of the Council, at a meeting of the Cutters' Union No. 126, spoke for an hour and three-quarters, in the presence of the General President, and indulged in the practise of reading parts of letters from the general office, placing false construction thereon, distorting financial reports, denouncing arbitration as a bunco game, and the general officers as thieves and robbers. At the conclusion of this tirade (after midnight) the local union promptly adjourned, and the General President had no opportunity to reply.

Mr. Lawrence used this incident to send out a statement that he "laced the General President until he slunk away like a whipped cur, and could not answer his charges."

We have repeatedly stated that the St. Louis trouble was caused by the influence of false leaders, who have no faith in arbitration as a means of improving wages and conditions, and whose every act was directed towards preventing wage disputes going to arbitration,

lest the result might be favorable and disprove their pet faith. The rank and file of the membership in St. Louis thus suffered loss of wages, which might have been secured through arbitration.

The St. Louis misleaders, to excuse their failure to secure results satisfactory to the members, shifted the blame upon the general officers, who, of course, were not present at the different local union meetings, to meet the false statements of delegations from the Council, who made a practise of visiting nearly every local union meeting, even forcing their presence when not welcome.

It was but natural that this constant campaign would have the effect of discrediting the general office. Any general organizer visiting St. Louis was under suspicion, and, consequently, unable to secure results.

The real motive of Mr. Lawrence was to destroy confidence in the Boot and Shoe Workers' Union, cause its disruption, and make room for the American Labor Union. We were aware of this, although the fact was always denied until recently, when the mask was laid aside, as shown by the following letter to one of the St. Louis union stamp shoe manufacturers:

(Written on the official letterhead of the
A. L. U.)

"St. Louis, Mo., Dec. 6, 1903.

Mr. J. L. LaPrelle, President LaPrelle Shoe Co., City.

DEAR SIR—Acting under instructions from Joint Shoe Council of St. Louis, I have laid before the officers of the American Labor Union, with headquarters at Butte, Mont., the facts with reference to the controversy between your firm and its employees, with the result that the American Labor Union, through its officers, has decided to issue to the several local shoe unions in this city charters of affiliation, agreeing to endorse our stamp, which is now in preparation and can be furnished upon short notice, and have also assured us that steps will be taken at once to absolutely prevent the sale of the product of your firm to the membership affiliated with the American Labor Union, numbering nearly 300,000, until such time as the difference between your firm and its employees are adjusted. The A. L. U. controls trades union affairs west of the Missouri line, and its

ability to carry out the above program cannot be questioned.

Mr. McDonald, President of the A. L. U., will probably arrive in St. Louis during the coming week to personally look into the situation, and, if possible, bring about an adjustment of the controversy.

Trusting that it will be unnecessary to carry out the program as above, and that the matter will be speedily adjusted, I remain

Respectfully yours,

(Signed) A. J. LAWRENCE,

Bus. Agt. Joint Shoe Council, St. Louis."

Our St. Louis friends charge that charters were revoked to prevent the unions having representation at the Cincinnati Convention, but the reissue of the charters disproves this statement, especially as St. Louis delegates are here and are able to give the facts.

To prove conclusively that there is nothing to conceal I make the following recommendation:

That the expense of Mr. Lawrence, or any other representative of the discordant element, be paid from St. Louis to this convention and return; that he shall have unlimited time to present his case; that upon his conclusion the general officers agree not to offer anything in reply, and that the convention shall decide the question entirely upon the statement from one side. We are led to make this unusual proposition because of the utter lack of evidence submitted by Mr. Lawrence in his speech at the Cutters' Union meeting referred to above, or at any other time.

After the revocation of charters of nine local unions in St. Louis, and the dissolution of the Joint Council by the General Board, it was sought to keep up the locals in defiance of the General Union, and by threats and assaults, to force former members to become disloyal to the National Union and give support to the disbanded unions. The prime movers in this were found guilty by the General Board of having defamed the union, vilified its officers, and maintaining local unions whose charters were revoked. Three members of the General Board went to St. Louis as a trial committee, but only one of the nine persons charged would plead, namely, George Frank. The charges against him were placed on file by the General Board, while the following eight defaulted, were found guilty and expelled:

| Name. | Local No. | Registry No. |
|--------------------|-----------|--------------|
| F. C. Clemens..... | 207 | 2146 |
| J. T. Corbett..... | 200 | 573 |
| F. H. Potter..... | 207 | 16926 |
| F. C. Pinta..... | 207 | 4647 |
| A. J. Lawrence.... | 126 | 3833 |
| F. Helfrich..... | 200 | 962 |
| P. H. Adams..... | 221 | 6928 |
| M. B. Powers..... | 207 | 8172 |

WAGES.

The wage question is looked upon by many of our members as the most important of all, and the organization that does not immediately and repeatedly raise the standard of wages, is measured as of little consequence. People who reason along such lines are evidently of the opinion that wages depend entirely upon the disposition of the employer to either pay high or low wages, and that no consideration should be given to the influence exerted by rival manufacturers who are his direct competitors in the open market.

We have another class of members who admit that Brown competes with Jones if they are in the same immediate locality. For this reason they claim Brown can pay the same wages as Jones, but entirely overlook the fact that both Brown and Jones are forced to meet the selling price established by their competitors. It is this latter class of members who are largely influential in preventing the successful working out of the policy of the Boot and Shoe Workers' Union. This disposition to fence in any particular shoe center, and establish wages and conditions of labor which places it at a great disadvantage and enables low standard centers elsewhere to undersell in the general market, will eventually have a strong tendency in the direction of preventing our success, if not entirely destroying our organization. This same spirit of sectionalism is manifested in another equally baneful way by branches of the craft looking after their own interests to the exclusion of other branches, and even establishing a higher standard of wages at the expense of the, heretofore, poorer paid branches of the trade.

It should be understood that the keenness of competition between manufacturers, has reduced the selling price to the trade, and the constantly increasing price of leather and other materials entering into the shoe, has resulted in the margin of profit being almost

eliminated, consequently there is little left from which a bill of wages can be secured, and any attempt to establish a general increase in wages throughout any factory is simply impossible. It therefore becomes necessary, if we deal with the wage question at all, that we increase the wages and better the conditions of labor in those parts of the trade where wages are low. Take, for instance, the sole leather workers, who have for years, because of their lack of organization, labored for wages entirely out of proportion to the other branches of the trade, and the cutting, which is the most skillful branch of the trade (where improved machinery has not been a factor), and we find wages less than half what they might be, if the sole leather workers and cutters had been alive to their own interest and maintained organization rather than depend upon the generosity of the employer, who is himself a victim of circumstances, over which he has no control. The latter is generally very much underpaid, as this branch of the craft requires not only intelligence, but physical strength and endurance. Their lot becomes more burdensome, year after year, because of the introduction of new styles of lasts, a great variety of different leathers, and keener competition between manufacturers which requires better work.

I am willing to agree that, practically, no branch of the shoe trade receives anything like the wages they should, all things being considered. It should be borne in mind, however, that the wage question is one that cannot be successfully dealt with along local lines, but rather depends entirely upon the degree of organization in the craft. It is an indisputable fact that the unorganized shoe worker sets the pace which we must conform to, and our only hope lies in reaching the unorganized, if we are to deal with the wage question along anything like permanent lines. I therefore advise that our efforts be directed toward advancing the wages of the lower paid portions of the craft, so that a nearer equality of earnings may be established, thus recognizing one branch of the trade as of just as much wage importance as another, and entitled to something like more equal earning opportunity.

CITY CENTRAL AND STATE BODIES.

Our local unions sometimes manifest a disposition to save their funds and to refrain

from becoming affiliated with local central bodies or state branches of the American Federation of Labor, and seem to imagine that this is economy. A little thought should convince almost any person that affiliation with other crafts affords us an opportunity for education and agitation calculated to promote the sale of union stamp shoes, which will repay, many times over, the slight expense incurred, and the time necessary to attend the meetings of such bodies. The tendency of local unions to refrain from affiliating with state branches is even more marked than in the case of local central bodies, and the splendid opportunities for education and agitation completely lost; furthermore, resentment, and even the opposition of other crafts is invited through our local unions pursuing this course.

At the recent convention of the Illinois State Federation of Labor, a resolution hostile to our interests was introduced, based entirely upon maliciously false representations, and, as far as we know, not a single delegate was on the floor of the convention representing any of our unions. It became necessary to introduce a resolution at the Boston convention of the American Federation of Labor to undo any possible damage that might result from the resolution introduced at the Illinois State Branch Convention.

We strongly recommend that this convention instruct the local unions specifically upon the necessity of joining, and even require that they belong to the local central bodies under all circumstances; also that they affiliate with the state branches of the American Federation of Labor, in their respective states, and follow the example of our unions in the State of Massachusetts, where, not less than fifty delegates, representing shoe workers' unions, appear at the state branch conventions.

LAW CASES.

H. R. FORD & CO., LYNN, MASS.

Shortly after the Lynn trouble began, H. R. Ford & Co., one of the small union stamp manufacturers there, gave up the union stamp and brazenly proceeded to use a counterfeit stamp, evidently under the impression that if the stamp varied somewhat from our design we would have no remedy. We promptly entered suit against the firm in the Supreme Court of Massachusetts, but, before the case came to trial, the firm came to us seeking a

settlement. Being referred to our lawyers, a settlement was reached by the firm paying the costs and agreeing not to offend in the future. The decision in this case, given by the judge, appeared in our JOURNAL during the early part of last year.

WM. H. SULLIVAN, GLOVERSVILLE, N. Y.

A retail shoe dealer was discovered in the act of using a small electrotype of our union stamp to make an impression on the lining of ladies non-union shoes, afterwards selling them as strictly union-made. Information reached the general office, through the officers of the International Union of Glove Workers, and Louis M. Scates, at that time acting in the capacity of advertising agent for the union stamp, was sent to Gloversville to collect evidence. Valuable assistance, rendered him by officers and members of the Glove Makers' Union, enabled him to make out a complete case. Trial, before Judge Cassidy and a jury, resulted in Mr. Sullivan being found guilty and fined the maximum sum of \$200.00 for violating the statute of the State of New York covering union labels.

ARTHUR L. ORDWAY, HAVERHILL, MASS.

A shoe cutter, a member of our organization, under direction of Mr. Kelly, the leader of the opposition forces in Haverhill, entered suit against our organization to secure an injunction restraining us from paying wages, railway fares and board of men and women to sustain our contracts in Lynn and Haverhill. At the time the suit was entered, the ranks of the independent organization were wavering. It was necessary to make some move, and great promises were held out that this master stroke, from a master mind, would completely tie up the funds of the Boot and Shoe Workers' Union. When the preliminary hearing was held at Salem, Mass., their hopes were rudely shattered by a ruling of the judge, that a member of the organization was not entitled to an injunction, there was nothing to show that he had exhausted his remedy within the organization.

WHO OWNS THE UNION STAMP?

The ownership of the union stamp is a question which has been discussed at considerable length from time to time, and our enemies are very fond of seeking to make it appear that the General President of the Boot and

Shoe Workers' Union has the power to grant and withhold the union stamp, and that he personally has an enormous income from its use. Such stories generally emanate from rival organizations, non-union manufacturers and those engaged in selling non-union shoes. It is quite generally understood, however, that our union stamp, like the cigarmakers' blue label, and other labels intended to identify the work of organized labor, must be in the name of some individual designated by the organization, in order to give the label legal protection. It is a well established principle in law that a labor union, being a voluntary association, cannot sue or be sued in court, unless the name and residence of each member of the organization is designated in the complaint. For this reason the Constitution of the Boot and Shoe Workers' Union, page five (5), section five (5), provides as follows: "The General President shall be the *custodian* and *manager* of the union stamp." The Constitution on page twelve (12) further provides, that

"The General Executive Board shall have discretionary power in making rules governing the use of the union stamp, and shall publish such rules regularly in the JOURNAL, and shall not issue the union stamp to any firm unless contract is approved by the local union in a city or town where only one local exists, or by the joint council in a town or city where more than one local exists."

Since the beginning of our organization this provision of the Constitution has been strictly adhered to. In a town or city where no local union exists and a manufacturer applies for the stamp, the General Executive Board has jurisdiction and may either issue or withhold the union stamp.

We challenge the world to produce evidence of a positive or circumstantial nature, showing that the Boot and Shoe Workers' Union, or any officer or member receives a valuable consideration of any kind, either directly or indirectly, for the use of the union stamp.

SHOE JOBBERS—UNION STAMP.

Before the introduction of the union stamp, shoe jobbers enjoyed the advantage of buying shoes from different shoe manufacturers and selling such goods through their jobbing houses to retail shoe dealers. There appeared no name or marks of any kind on the shoes

to indicate the factory in which they were made. The jobbers, having established their business upon different lines of shoes giving satisfaction to their trade, naturally expected to protect themselves against the dealers acquiring a knowledge of where popular lines of goods were manufactured. In this manner, the jobber was able to hold the trade of the dealer who would otherwise go direct to the manufacturer upon the supposition that more favorable prices could be secured.

With the introduction of the union stamp, considerable opposition was encountered from the retail dealers who were naturally averse to carrying additional goods bearing the union stamp. This opposition was soon overcome by the persistent demand from those desiring to purchase union stamp shoes, and who refused those without the stamp. The dealer being able to buy union stamp shoes at the same price as those without the stamp, his opposition to union stamp shoes was soon overcome, and quite a marked tendency to buy union stamp shoes to the exclusion of those without the stamp developed. The dealer reasoned that union stamp shoes costing no more, could be sold to those demanding union stamp shoes, and, as the shoes were not objectionable to those who cared nothing for the stamp, quite a large percentage of dealers made large purchases of union stamp shoes.

The opposition of the jobber to the union stamp was most marked from the beginning. We soon discovered that his opposition was based upon the fact that the union stamp number, designating the product of each union stamp factory, together with a list of union stamp factories, published monthly in our JOURNAL, and a printed list of factories in general circulation, furnished the retail dealer with information which enabled him to at once determine the maker of the shoe. Under the circumstances, you can appreciate that the jobber would suffer serious inconvenience and loss by handling union stamp shoes from various factories bearing the stamp numbers, as these numbers would enable the retailer to trace the identity of the manufacturer, and withdraw his (the retailer's) patronage from the jobber and negotiate direct with the manufacturer. It was simply impossible to interest shoe jobbers to handling union stamp shoes, and they in common with manufacturers not using the union stamp, and other

persons hostile to the Boot and Shoe Workers' Union, belittled the value of the union stamp, circulated stories alleging its misuse, and by every known argument, sought to prevent the successful introduction of the union stamp. Regardless of these combined efforts, the demand kept growing because of a systematic campaign of advertising, and the jobbers were finally convinced that their trade was slipping away to the constantly increasing number of factories using the union stamp. The jobbers then began negotiations with the general office with a view to adopting some plan of using the union stamp, that would give them the same degree of protection against retailers ascertaining the names and locations of factories making shoes for the jobbers, as was enjoyed previous to the introduction of the union stamp. The proposition was most frequently made to us by jobbers that we issue the union stamp to manufacturers without a number, which would preclude the possibility of any person determining where particular goods were made. We absolutely refused to entertain any such proposition, for the reason that we would be utterly powerless to detect the use of counterfeit stamps, and our whole proposition be destroyed.

Shortly after our convention in Detroit, Mich., June, 1902, we discovered a method by which the jobber could be protected in developing trade along union stamp lines, and submitted our plan to our General Executive Board, who approved it. Since that time the increase in the number and importance of the firms using the union stamp has been most marked. Under this plan, the jobbers make application to the general office for the assignment of a union stamp number, to be listed under a side name, separate and distinct from the regular firm name of the jobber. A list of factories is given showing where orders have been placed for union stamp shoes by the jobber, and a stamp, bearing a number assigned to the jobber, is issued to each union stamp manufacturer selected by the jobber. The manufacturers' receipt for such union stamp is the following form:

Received of John F. Tobin, General President of the Boot and Shoe Workers' Union, one steel stamp (insert number assigned) to be used only on goods made for the jobbing house of

and listed under the side name of

We agree to return the said stamp upon the demand of John F. Tobin or his written order.

Signed.....

Union Stamp Shoe Manufacturer.

We have recently decided, in order to secure the return of the union stamp to this office when the jobber transfers his orders from one factory to another, that the jobber shall make a deposit of \$5.00 for each stamp issued, which amount is returned when the stamp is returned to the general office. We transfer the stamp from one manufacturer to another, upon request of the jobber, without any additional deposit.

The reason for assigning the jobbers a stamp under a side name is to avoid publication of a jobber's name on our list of union stamp factories and avert advertising a concern that may deal largely in non-union shoes. Otherwise complications would arise as dealers would have a right to expect that a concern appearing upon our list as handling union stamp shoes, was entitled to his patronage.

Jobbers who refuse to handle union stamp shoes, and who may deal in convict made goods, or other persons interested in misrepresenting our movement, persistently seek to discredit us by asserting that we issue the union stamp to jobbers for a consideration, but fortunately no apparent damage has resulted from this campaign of misrepresentation.

Bear in mind the following facts: Under no circumstances does the union stamp ever pass into the hands of the jobber; that the stamp is only issued on behalf of the jobber to manufacturers who have already the right to use the union stamp; that there is no consideration of any kind required from the manufacturer for the use of the union stamp; that the jobber is alone required to make a deposit of \$5.00 for each stamp, which amount is paid back to the jobber when stamp is returned to the general office; that the manufacturer is under contract to use the union stamp assigned on account of the jobber, only on such goods as are ordered by the jobber to whom number was assigned. This system has largely increased the number of stamps in use (some manufacturers having as high as 20 or 30

stamps), but the beneficial results are felt in the factory, and the constantly increasing number of our members are benefited by more trade and steadier employment than would otherwise be the case. It has been and is our constant aim to jealously guard the integrity of the union stamp. Mindful of the fact that any departure from the proper use of a union stamp would, in a short time, destroy its value, we are ever alert to guard against anything that would in any way bring discredit upon the stamp.

I recommend that this convention name a substantial sum to be paid to any person furnishing evidence sufficient to prove the fraudulent issue or use of the union stamp by any officer of the Boot and Shoe Workers' Union, and that the General Executive Board be authorized to enter criminal prosecution against any person falsely charging that the union stamp is misused with the knowledge and consent of any officer of the union, and without authority from the General Executive Board.

GENERAL POLICY.

Without detracting from the importance of any other subject that may be considered by the convention, even including that of the General Constitution, the general policy of the union overshadows any and all other questions combined, and for this reason should have the most serious consideration. The statement is ventured that with a well defined policy honestly carried out, a written constitution is almost unnecessary.

Under the heading, "Union Policy", in my report to the convention at Detroit, June, 1902, this subject was treated briefly and the recommendations endorsed by the convention. The subject of "Wages in Union Stamp Factories", in the same report, offered a proposition which was approved, to issue the union stamp under existing scale of wages in any factory making application. Our local unions have generally followed in line with this declaration, but many of our critics, both inside and outside of the organization, have enjoyed themselves in ridiculing this proposition. We come to you once more, however, firm in the conviction that our position upon the question of the issue of the union stamp to any and all factories, without regard to existing wages and conditions, should be reaffirmed. The wage question should not be

taken under consideration immediately after the issue of the union stamp and the employer should be given a fair opportunity to test the value of the union stamp as a trade-maker, before being called upon to consider a new scale of wages. After a reasonable length of time, if the wage question is taken up, it should be with a view to adjustment in the departments where wages are lowest. A general bill of wages calling for an advance in all or nearly all departments should be avoided under all circumstances. It has been found that best results are secured for the workers and employers by following the lines of least resistance. The employer gains an opportunity to adjust his business to a gradual change in wages and through an increased volume of trade has been enabled to grant increases within the limits of moderation, while propositions for a general advance in wages in all departments has resulted in failure. We are not advocating that the existing scale of wages shall be agreed upon for a certain fixed period of time, but simply that the employees refrain from setting up the argument that for the trifling sum of 25 cents per week in dues, they are entitled to several additional dollars per week in wages. The union should hold such unreasoning persons in restraint, even to the extent of permitting them to leave the employment in which they were apparently willing to work for an indefinite period without an increase in wages before they joined the union. Such persons should seek employment in factories where they would not be required to contribute to the union in the slightest degree.

The decision of the Detroit convention, recognizing the right of the employer to hire and discharge for reasons sufficient to himself after having agreed, under our arbitration contract, to employ only members of the Boot and Shoe Workers' Union in good standing, has been adhered to by the General Union to the letter. Our members have suffered very little from the strict application of this principle. When discharges have taken place, where there appeared any ground for suspecting that the discharge was due to activity in union affairs, or because of personal antagonism, the union has investigated and by a suggestion to the employer, secured the reinstatement of discharged employees. In no case has it been upon the basis of a demand.

Under the mismanagement of our union affairs in St. Louis, Mo., it was sought to interfere with the employer in the exercise of his proprietary interests, and we were called upon to sustain the St. Louis Shoe Council in demanding the reinstatement of one Lawrence, a cutter, who was discharged by Johansen Bros. We wrote the Business Agent advising him to see the firm and endeavor to secure the reinstatement of Mr. Lawrence upon some other basis than a demand, but we have no knowledge that this attempt was made. When Mr. Lawrence was called to account by the foreman for spending his time visiting and talking with other cutters in the room, his excuse was that the "mental relaxation" resulting from such visits and conversation was beneficial and added to his productive capacity, which excuse you will agree, is an ingenious one, to say the least.

Individual contracts under our existing arbitration agreements have been insisted upon by a few of the employers operating union stamp factories. They allege that, notwithstanding the fact that the contract is made between the employer and the Boot and Shoe Workers' Union, with headquarters at Boston, they still have the right to approach their employees individually and make wage agreements, and that the union must not interfere with such individual contracts. We have held unflinchingly and successfully to the position that, having the contract with the union, it is then not within their province to contract with the individual employee as a member of the union. You will readily see that, if the individual contract is permitted under our arbitration contract, the employer could, in times of depression or when great necessity bore upon his employees, drive a bargain with him or her absolutely without regard to the interests of other persons in the same factory working on the same work; and without considering the interests of other shoe workers in the same place, or in any other place within our jurisdiction, the standard of wages could be manipulated and destroyed until all the work of our organization in establishing and maintaining wages would be worse than wasted. No doubt there have been instances where individuals have accepted reductions in wages without reporting to the unions, and I would recommend that our laws be amended so as to reinforce Section 49 of the Constitu-

tion to forbid, under pain of fine or expulsion from the union, the making of individual contracts by our members with employers. You will readily agree that the union has no longer any right to exist if it is denied the right to negotiate what the compensation shall be for the collective labor of its members. The Constitution should be specific enough upon the matter of prohibiting individual contracts, and declare that the member has no more right to agree with the employer for an advance in wages than he has to accept a reduction. We should keep in mind always the idea that whatever changes may take place in wages, either up or down, must be with the knowledge and consent of the local union, local Executive Board, or Council; such change may be made a matter of record, otherwise it will be impossible to determine what is the scale of wages in any factory.

The following shoe manufacturers, employing the number of hands set opposite their name, have adopted the union stamp since our Detroit Convention, June, 1902:

| Name. | No. of Employees. |
|---|-------------------|
| J. C. Tibbetts, Brockton, Mass..... | 50 |
| John Maloney & Co., Cincinnati, O..... | 55 |
| J. Richardson & Co., Elmira, N. Y..... | 140 |
| Wichert & Gardiner, Brooklyn, N. Y..... | 460 |
| Union Shoe Mfg. Co., Ellsworth, Me..... | 115 |
| Williams-Kneeland Company, So. Braintree, Mass. | 257 |
| Thompson Bros., Brockton, Mass..... | 300 |
| Sharood Shoe Co., St. Paul, Minn..... | 280 |
| Canedy-Clark Shoe Co., N. Adams, Mass. | 314 |
| Knipe Bros., Ward Hill, Mass..... | 150 |
| M. C. Dizer & Co., E. Weymouth, Mass. | 375 |
| Cole-Davis Co., Chicago, Ill..... | 100 |
| Tanner Shoe Co., Cincinnati, O..... | 14 |
| Louis A. Crossett, N. Abington, Mass.... | 737 |
| White-Dunham Shoe Co., Brockton, Mass. | 225 |
| Keiffer Bros., New Orleans, La..... | 170 |
| Rice & Hutchins (Inc.), Rockland, Mass. | 550 |
| C. S. Marshall & Co., Brockton, Mass.... | 45 |
| United States Shoe Co., E. Whitman, Mass. | 50 |
| Kelly-Corcoran Co., Brockton, Mass..... | 60 |
| B. Rosenberg & Sons, New Orleans, La.... | 100 |
| Scowden - Blanchard & Co., Hillsdale, Mich. | 41 |
| A. Montoleone, New Orleans, La..... | 50 |
| Chase-Merritt Co., Mechanic Falls, Me.... | 120 |
| H. H. Brown & Co., N. Brookfield, Mass.. | 178 |

| | |
|--|--------|
| Richardson Shoe Co., Menominee, Mich... | 95 |
| Charles Case Shoe Co., Worcester, Mass. | 125 |
| F. M. Hoyt Shoe Co., Manchester, N. H. | 625 |
| St. Croix Shoe Co., Calais, Me. | 270 |
| Torrey, Curtis & Tirrell, No. Weymouth, Mass. | 114 |
| Leonard & Barrows, Middleboro, Mass. | 400 |
| Leonard & Barrows, Belfast, Me. | 225 |
| M. A. Packard & Co., Brockton, Mass. | 456 |
| Geo. E. Keith Co. (3 factories), Brockton, Mass. | 2500 |
| E. E. Taylor & Co., Brockton, Mass. | 600 |
| P. B. Keith Shoe Co., Brockton, Mass. | 330 |
| Whitman & Keith, Brockton, Mass. | 250 |
| Geo. G. Snow Co., Brockton, Mass. | 650 |
| Stacy Adams Co., Brockton, Mass. | 250 |
| N. R. Packard & Co., Brockton, Mass. | 60 |
| Howard & Foster, Brockton, Mass. | 250 |
| Slater & Morrill, Brockton, Mass. | 150 |
| Tilt, Kenney Shoe Co., Chicago, Ill. | 185 |
| J. P. Smith Shoe Co., Chicago, Ill. | 350 |
| Frank & Duston, Marlboro, Mass. | 100 |
| Slater Shoe Co., Montreal, Que. | 250 |
| Walton & Logan Co., Lynn, Mass. | 650 |
| Morse & Logan, Lynn, Mass. | 75 |
| Geo. D. Merrill & Co., Lynn, Mass. | 35 |
| Geo. E. Nicholson Co., Lynn, Mass. | 120 |
| Perkins & Newhall, Lynn, Mass. | 40 |
| W. H. Tuttle, Lynn, Mass. | 60 |
| Hilliard & Tabor, Haverhill, Mass. | 250 |
| Crandall & Powers, Rockland, Mass. | 34 |
| Wm. Groppe, Brooklyn, N. Y. | 17 |
| The Jordan Shoe Co., Belleville, Ill. | 50 |
| Geo. Richardson Co., Dubuque, Ia. | 30 |
| R. H. Long Mfg. Co., So. Framingham, Mass. | 225 |
| F. H. Hopf & Co., S. Natick, Mass. | 8 |
| F. P. Kirkendall & Co., Omaha, Neb. | 58 |
| Racine Shoe Co., Racine, Wis. | 55 |
| L. B. Joslin, St. Louis, Mo. | 13 |
| Southern Shoe Co., St. Louis, Mo. | 35 |
| Wertheimer-Swartz Shoe Co., St. Louis, Mo. | 375 |
| La Prelle Shoe Co., St. Louis, Mo. | 280 |
| G. M. Kutz Co., San Francisco, Cal. | 250 |
| Cahn, Nickelsburg & Co., San Francisco, Cal. | |
| Buckingham & Hecht, San Francisco, Cal. | |
| Venor Montgomery, Rochester, N. Y. | 300 |
| Whitcomb & Paine Co., Holbrook, Mass. | 75 |
| Beals & Torrey Shoe Co., Milwaukee, Wis. | 50 |
| Total | 15,982 |

The following factories have surrendered the union stamp since January 1, 1903:

LYNN, MASS.

| Name. | No. of Employees. |
|-----------------------|-------------------|
| Geo. E. Nicholson Co. | 120 |
| Perkins & Newhall | 40 |
| H. R. Ford & Co. | 45 |
| Benjamin Newhall | 30 |
| Harney Bros. | 190 |
| Morse & Logan | 75 |
| W. H. Tuttle | 60 |
| C. A. Brown & Co. | 20 |
| Total | 580 |

HAVERHILL, MASS.

| | |
|-------------------------|-----|
| Mr. Chas. K. Fox | 250 |
| Hilliard & Tabor | 250 |
| Thayer, McGuire & Field | 200 |
| H. E. Lewis | 75 |
| E. Bottomley & Co. | 50 |
| Lang & Bertsch | 100 |
| Total | 925 |

The following shoe manufacturers in Lynn, Mass., are using the union stamp, and employ the number of hands set opposite their names:

| | |
|--------------------------|-------|
| Walton & Logan Co. | 650 |
| Watson Shoe Co. | 150 |
| D. A. Donovan & Co. | 225 |
| G. W. Herrick & Co. | 130 |
| Thos. Corcoran & Sons | 60 |
| T. J. Keily & Co. | 10 |
| Geo. D. Merrill Shoe Co. | 30 |
| Total | 1,255 |

In Haverhill, Mass., the following named concerns, with the number of employees set opposite their names, use the union stamp:

| | |
|-------------------------|-----|
| J. H. Winchell & Co. | 650 |
| Chesley & Rugg | 500 |
| W. & V. O. Kimball | 325 |
| Hazen B. Goodrich & Co. | 225 |
| Knipe Bros. | 250 |
| John W. Russ Co. | 300 |

Total
Total increase of members employed in union factories since June, 1902.....15,982

Total loss of members in factories giving
up the union stamp in Lynn and Hav-
erhill, Mass. 1,505

Net gain in members employed in new
stamp factories 14,477

CONCLUSION.

If recent years of experience have not taught us some lessons which we can profit by, then we have lived in vain. Several times during the past few years I have ventured the statement that organization was the first important duty of all, and that the wage question was of secondary nature. Some of our friends have taken the last portion of this statement and enjoyed themselves by proclaiming to the world that the General President of the Boot and Shoe Workers' Union considers the wage question of secondary importance. They appealed to the prejudice of those who ought to know better, in the hope of doing damage to our organization. When, however, some of our critics are asked the question how it is possible to secure increased wages without organization, they flounder around until they finally concede that organization must of necessity precede any improvement in the condition of the workers. Regardless of criticism, and proclaiming a firm conviction in the soundness of our declared policy, I ask the Convention to reaffirm the following:

First—That organization is our first and most important duty.

Second—That union stamp advertising upon a large scale is an essential aid to organization.

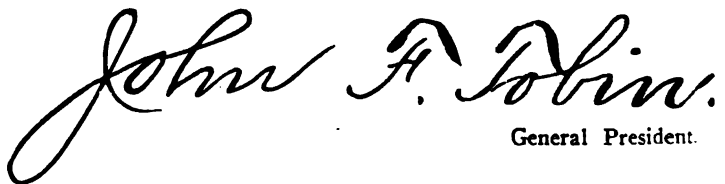
Third—That education upon the principles of our organization is necessary.

Fourth—That loyalty to our Constitution and contracts, both nationally and locally shall be considered the test of good unionism.

Fifth—That, in addition to the foregoing important duties, we shall give our attention mainly to organizing and improving wages and conditions in the factory, or departments of factories, where wages are the lowest; that general advances in wages of any factory are to be avoided, pending more complete organization of the trade, and that the poorest paid portions of the craft shall receive our first attention in dealing with wages.

In summing up the work of our organization and in planning for the future, I believe it is of the utmost importance that we continue to deserve the reputation which we have quite firmly established in the minds of the public, that an agreement made with the Boot and Shoe Workers' Union, either locally or nationally, can be relied upon under all circumstances, and that there will be no technical excuse offered for the violation of our contracts. By a faithful pursuit of this policy we shall set an example to the employers which in the end will inspire them to do likewise.

Let us remember that when we find a person a little better than his word, a little more liberal than his promise, a little more borne out by facts than statements, a little larger in deed than in speech, we feel a degree of confidence in such a person that is beyond any other consideration. By a strict application of this principle to our organization and guided by this alone in our dealings with our own members, our local unions, with employers, and the general public, our success in the future is assured. Fraternally submitted,


General President.

Referred to the Committee on Officers' Reports.

President Tobin stated that the proceedings of the convention were to be printed each day, and requested the convention to name the number desired.

Delegate Meade, of No. 38, moved that 500 copies be printed daily.

Delegate Saunders, of No. 35, offered an amendment that 1,000 copies be printed each day. The motion as amended was adopted.

Convention then adjourned until 2 p. m.

AFTERNOON SESSION.

Convention was called to order by President Tobin at 2 o'clock P. M.

Roll-call showed the following delegates absent: Batey, Broderick, Bubenheim, Bump, Burke (210), Byrne, Demer, Dougherty, Doyle, Edmunds, Edwards, Elphinstone, Emmet, Farrell (36), Fulton, Gibson, Gillespie, Graham, Helliker, Hines, Kelley (111), Kelly (143), Kennedy, Little, Mathieu Moore, Morrill, Norton, O'Malley, Richards, Spraggon, Studley, Vaughan, Waltman, Yeager.

President Tobin announced that Cutters representing Cutters' Unions, and Cutters representing mixed unions, will meet in this hall immediately after adjournment.

President Tobin: The next in order will be the reading of the report of the General Secretary-Treasurer. In connection with this, I wish to say that General Secretary-Treasurer Baine, who has not entirely recovered from a recent attack of illness, feels unable to bear the strain of reading his report, which Delegate Martindale will read.

REPORT OF GENERAL SECRETARY-TREASURER.

To the Officers and Delegates of the Sixth Convention:

FELLOW WORKERS—We are assembled here to review the work of the past and to enact such changes and legislation as past experiences, present conditions and wisdom to see into the future shows to be needful. We represent a firmly established organization pursuing as rational a policy as any labor organization in the world. Whatever defects may exist have been so completely overshadowed by the remarkable record we have made since our last convention, as to stamp our present policy in its essentials, to be the soundest and most successful for the best interests of the shoe workers throughout the country.

During the past year we have been called upon to defend our organization against every known form of attack that an unreasoning opposition could level at it. The manner in which our organization has successfully met these attacks, and, in accordance with our constitution and contracts, protected the interests of those members directly implicated, as well as the interests of our membership in the four corners of the country should be, it appears to me, a source of pride and gratification to every member.

All trades unions suffer from strife within their ranks; all are opposed by those employers who consider the existence of a labor organization a detriment to their interests and who never allow an opportunity to escape to secretly do or attempt to do us an injury. Perhaps not all, but very nearly all progressive unions have been compelled, at once time or another, to defend their very lives against the decadent spirit and insane hostility of retro-

gressive combinations of workers no less rabid and deadly enemies than combinations of capitalists. Unfortunately, yet it may prove fortunate for us, our organization during the past year has been persistently attacked by enemies boring from within and enemies boring from without. Yet throughout this period of aggression on the part of enemies of every shade and calibre our progress has been truly remarkable.

Our growth has not been sporadic in any department, but continuous and healthy. Since our last convention we have more than doubled in members, receipts, local unions and union stamp factories. The following figures show the memberships issued January 1st of each year from 1900 to 1904:

| | |
|------------------------|--------|
| January 1st, 1900..... | 2,910 |
| " " 1901..... | 10,618 |
| " " 1902..... | 23,241 |
| " " 1903..... | 43,974 |
| " " 1904..... | 69,290 |

While there have been many suspensions, yet each suspended member is indebted to our organization for \$2 reinstatement fee and \$2 for eight weeks' dues, which several amounts can be properly considered collectable debts and therefore assets, as these members, if remaining at the trade, sooner or later must, in view of our steady progress, become reinstated.

Wages have been increased and other improvements gained, and in many localities the hours of labor have been reduced. In all union stamp and arbitration factories, and, in fact, in other factories where our members were united and loyal to their or-

ganization, general improvements have quickly followed. If wages have not been increased to as high a point as in other trades every intelligent observer of the shoe trade knows that the state of competition besetting our trade makes it absolutely impossible for the successful employment of radical means. We cannot force wages above a fair competitive level, nevertheless all improvements gained have been consistently and splendidly maintained.

K. OF L. DIFFICULTY.

There have been but few instances in the annals of organized labor, that, for lack of intelligent direction, brutal hostility, venom and unfairness, parallel the unprovoked and wanton attack of the K. of L. Cutters of Lynn. Let me here do justice to some of the members of the K. of L. Cutters' Assembly. There were some of the members of that Assembly who did not sanction the action of the misguided leaders and their misled followers, members who did not believe in the trumped-up, fancied grievances of leaders who have proved to be nothing more than ignorant tools in the hands of capital; leaders who have sacrificed the interests of every working man and woman in the city of Lynn and who will yet sacrifice the interests of Lynn to further personal ambitions; leaders who sought to sacrifice the interests of all organized labor and destroy its work of years in Lynn. You delegates, and the members you represent, as well as all organized labor have been acquainted with the true facts in the Lynn difficulty. The K. of L. Cutters never presented in any form any complaint or grievance of any kind, never questioned the fairness of the Boot and Shoe Workers' Union until it became necessary to honorably discharge their contract obligations. Without cause or provocation, and acting wholly on their own initiative, they deliberately and wantonly violated their contract. By representing that the officers of the Boot and Shoe Workers' Union appropriated the funds for personal uses and in other ways used their office to traitorously acquire wealth, they so worked on the feelings of the stitchers in union stamp factories as to induce them to leave their benches. The K. of L. Cutters were not then and have not been since open to arbitration on any fair basis. It was rule or ruin with them. They sought

in every way to force us to violate our contracts with the manufacturers. No means were too brutal, depraved, unfair and criminal for them to employ. Our contracts are the very foundation on which our organization is built. The issue squarely confronting us was the preservation of our contracts. It meant either filling the places of those who left their work in violation of their contract or violating our own contracts with manufacturers. Even if we were not actuated by honesty, fair dealing, and a proper sense of our contract obligations in upholding our contracts, the fact that if we did not live up to our contracts, said contracts and the Boot and Shoe Workers' Union would be ridiculed and contemptuously classed by all honest men, either workers or employers, as unworthy and unfair, would have been sufficient cause for standing by our contracts.

The minute we become renegades to our contracts, that minute the Boot and Shoe Workers' Union ceases to be classed with the progressive labor organizations, that minute it ceases to enjoy the confidence of honest men and claim the support of the public.

The attack of the K. of L. Cutters was not alone confined to Lynn. The difficulty in Haverhill was the outgrowth of the Lynn situation, and was largely influenced by the K. of L. and aided and abetted by one who formerly was in the service of the Boot and Shoe Workers' Union. This person, who had on a former occasion been defeated in an attempt to sacrifice our organization to his vain-glorious aspirations, seized upon the difficulty in Lynn to connive with the K. of L. in forming an opposition to the Boot and Shoe Workers' Union in Haverhill, evidently believing that both attacks would disrupt our organization and he would ride on to the leadership of a new one, thus gratifying his inordinate vanity. We have successfully met and defeated the attacks from both quarters and likewise the attack of the element in Lynn, who, throughout, violated civic laws and laws of decency, and employed the most brutally criminal methods to intimidate our workers.

Neither did the efforts of the K. of L. Cutters stop here, but extended to other districts where regularly sanctioned strikes by our General Executive Board existed. In Keene, N. H., where our members were struggling to gain improved working conditions and wages,

the strike was lost mainly through the efforts of the K. of L. in furnishing strike breakers to take the places of union labor, fighting for the right to hold membership in our union. Wherever the shoe workers throughout the country sought to organize and join our organization, the K. of L. either had emissaries or circulated the most vilifying and flagrant misrepresentations. In this connection, I wish to acknowledge the almost unpayable debt which I believe our organization owes to our President. Throughout the entire difficulty, he has been singled out for attack. Doing his duty to his union has called down upon him the vilest misrepresentation and slander. His character has been belied, his actions distorted and his motives evilly impugned, but with the fortitude that comes only with firm and right convictions, he has steadfastly hewed to that, and valiantly fought for that, which would best serve the interests of the Boot and Shoe Workers' Union.

The Lynn and Haverhill difficulties forced upon us the expenditure of almost \$100,000. This is deeply regrettable, and would have been absolutely unnecessary were it not for the actions of the K. of L. Cutters and their colleagues in Haverhill. To carry out our contracts, we were compelled to bring shoe workers to Lynn and Haverhill to take the places of those who quit work. This entailed paying transportation rates and guaranteed wages of hundreds of shoe workers coming from various distances. Because of political and selfish reasons, we were denied the lawful support of the authorities and the moral support of the newspapers, which the righteousness, legal and moral, of our position demanded. This forced us to protect as far as possible our members from the assaults they were constantly subjected to. If an officer happened around at all during an assault on our members, our members were invariably arrested, which made necessary legal expenses. Lodging-house keepers who were intimidated would not house our members, which made it necessary for the organization to do so, and in the cases of members being brutally beaten, doctor's bills were necessary. The strike at Harney Brothers' factory, by our members for increased wages, was made doubly expensive by the K. of L.; and the stitching room that also became necessary was a source of large expense.

The expenditure of every dollar of the aforementioned sum was made necessary because of the insane attempt of the K. of L. Cutters and followers in Lynn and Haverhill to force us to break our contracts and destroy our organization.

Our contracts have been upheld and our organization has deservedly gained a reputation second to none for being honestly desirous and able to carry out our solemn agreements. The rights and interests of our organization and members have been protected. I submit to you delegates and through you to our membership whether the money was expended in the best interests of the Boot and Shoe Workers' Union.

TRADE AGREEMENTS.

Trades unions have evolved into business institutions. Their permanency as business institutions largely depends upon the preservation of their contracts. However justified may be their organized struggle, if that struggle is to be associated with broken contracts and incur the reputation of dishonorable business practises, trades-unions are doomed to failure. Moral justice does not license immoral methods. Unbusiness-like practises beget distrust and eventually insolvency. A trades-union distinguished by broken contracts is morally insolvent. Its one asset is a cry for rights and justice which it refuses to recognize in others. It exemplifies no principle but illustrates the evil contrast. When the business obligations of a business man or firm are not met and in fact, become nothing more than by-words, that man or that firm becomes a credit outcast.

The contract-breaking organization is as much out of harmony with the present trend of trades-union evolution as Parry is with the eight-hour movement.

A broken contract is the sign of weakness, never of strength.

An organization that seeks to promote its interests or the interests of its members by violating its contracts is constantly occupied striving to steer clear of the shoals, rapids and reefs interspersing its pathway.

No labor organization can practise or advocate contract breaking and expect to enjoy the confidence or claim the sympathy of an intelligent public.

Contract breaking merits and should re-

ceive severest condemnation from every true unionist.

The fact that employers deliberately break and some evade their contracts does not justify contract breaking.

Our experience has taught us, and it is also the experience of every trades-union in existence, that trades unions are more prone to honor their obligations with employers than employers are with trade unions.

A contract of, or a contract with a trades union is as sacred as any other contract.

It is not for individual unionists to commit a trades union to the practise of contract-breaking employers, or for trades unions to employ the methods of these employers.

If trades unions are to continue as business organizations, their greatest asset is an honest and honored agreement. It is positively senseless for a trades union to view its contracts in any other light.

UNION STAMP.

The union stamp has proved its right to recognition as one of the most if not most valuable factors in building up our organization. It exercises a powerful influence in our trade, and is a power that could be so readily used by the shoe workers to their incalculable benefit that one may be pardoned viewing with impatience their apparent indifference to the potent means within their grasp. Adherents to old-fashioned methods and the strike, and others who have but a narrow conception of the conditions in the shoe trade hold to the belief that increased wages or other improvements should precede granting the union stamp to manufacturers. This is the same old story over again of the individual or locality seeking to promote his or its selfish aims without regard to the needs of others, the interests of our organization and the conditions under which the union stamp is to be issued. Shoe manufacturers absolutely will not take the union stamp if forced to increase wages. To refuse to issue the union stamp under any other conditions is simply cutting off our organization from its greatest opportunity to expand. The greatest value of the union stamp to workers is that of an organizer and unpleasant as the fact may be the shoe workers throughout the country are not prone to take the initiative in joining the organization of their craft. We believe in making the union stamp an actual value to the

shoe workers and our organization rather than a stamp of superior quality of the goods. The latter is greatly to be desired but we cannot think of sacrificing the first for the last which would be the case if we restricted our field of organization to a comparatively few factories. Such a course would practically bring our growth to a standstill. We would in effect be saying to all shoe workers whose employers would not increase wages before enjoying the benefits of the stamp, "You cannot enjoy the opportunities which we claim our union stamp gives to all shoe workers until your employer sees fit."

We cannot consult the sentimental, prejudicial and selfish wishes of individuals, cliques, elements or combinations, or make our union stamp an exclusive competitive advantage for a few manufacturers.

Through organization lies the hope of shoe-workers, therefore, there should be no obstacle placed in the way of extending our organization. We should work along the lines of least resistance and not greatest resistance.

Acting under instructions from our last convention we inaugurated a systematic campaign for the purpose of advertising and promoting the sale of union stamp shoes. So successful did this campaign prove that we added during the year sixty stamp factories, exclusive of jobbers, to our union stamp list, and during the four and a half years of our present plan the manufacture of union stamp shoes has increased from a few thousand pairs to approximately a million pairs daily. Our union stamp is known today in every city and town of importance in the country. Our work of advertising the union stamp was largely interfered with by the difficulty in Lynn which necessitated taking our organizers from their regular work to secure help for Lynn and Haverhill.

This difficulty having been successfully passed our organizers and stamp agents are at liberty to devote their attention to this necessary work; and our expenses having returned to normal, will, I confidently believe, enable us in the near future to pursue our advertising plans more vigorously than ever.

I wish to call the serious attention of this convention to the boycott recently instituted in the city of Lynn against shoes bearing the union stamp and the fact that spiteful and malignant workers should be found ready

tools to the plans of antagonistic employers should convince us that our greatest enemies are cloaking their disreputable designs behind labor's banner.

Parry and his kind have never been the enemies to the labor movement that these workers utterly lacking in conscience have proved to be. It is within the power of our membership to make the efforts of Lynn's chicaners ridiculous. If every member will do his duty to the union stamp, a duty that means positively no sacrifice, this boycott will have been as futile as the attempt of its supporters to destroy our organization. Again, if our members will do their duty they can advertise and promote their own interests far more than any other form of advertising can possibly do. To this end special efforts should be made to influence women workers in the home as well as in the factory and other occupations to buy union stamp shoes and only goods bearing the union stamp or label when possible. It is a deplorable fact, nevertheless true, that no class of workers need the services of a powerful organization so much as women, none can be benefited more, yet apparently they cannot be made to appreciate the value of an organization as a means by which they can be self-helping.

CONCILIATION AND ARBITRATION.

There is not an organization that has striven with more fidelity to live up to, and that has lived up to, its contracts, than the Boot and Shoe Workers' Union. Neither is there an organization that has done more to establish this civilized method of settling differences between employer and employees than this organization. The practise of conciliation and arbitration has become so general that the time has passed when the purely strike organization and contract-breaking organization can claim the respect of the public at large.

These methods are decadent and regardless of any temporary successes that may be gained by them, the growing disposition on the part of the public as the third party to, and innocent sufferer from, industrial disputes to insist on conciliation and arbitration dooms to death the strike and contract-breaking organization. Though we condemn the indiscriminate strike we do not relinquish our right or our intention to strike when all other means have failed. Under the old system the great majority of

strikes were lost in our trade. Occasionally a strike would be won in favored localities, but the gain was invariably lost during dull times, and in a large number of shoe manufacturing centers certain defeat following ill-advised strikes, reduced the workers to such a disorganized state that they were wholly at the mercy of the employer.

All this has been changed under our present plan. In every locality where the workers are united and loyal to our organization their fair demands upon the employer has either been granted by him or by a board of arbitration, and instead of defeat being the usual order it is now rare. In factories not operating under our union stamp and arbitration contracts we have supported our members when their demands were fair, and victory invariably followed.

Hundreds of differences have been settled in union stamp factories without the loss of a day's work or a dollar to our members. In two factories in Lynn and Haverhill our contracts were abrogated, our members allowed themselves to become suspended or were disloyal and their wages were immediately reduced by the employers who took advantage of the situation; in some cases the weekly reduction amounting to a sum equal to three months' dues.

Almost daily we learn that wages are being reduced in other trades. In the textile and steel industries alone the wages of 150,000 workers have been reduced 10 per cent, but the wages of shoe workers in our stamp and arbitration contract factories have not been reduced and are protected against reduction.

Under the old system, wages in our trade would be as certain to fall as in other trades. Under our present plan the interests of not only the workers, but of the employers have been and are protected and promoted.

JOURNAL.

It is only since the labor press commenced to wield an important influence in the trades union movement that the true aims and workings of this movement were properly set before the public. Likewise through its particular journal each trades union acquaints the public with the economic conditions of the workers in its trade and their organized struggle to improve them. Through it the true policy of each trades union is made known to the public and in this respect its public rights and

interests are protected when the public press misrepresents its policy and maligns its motives. The particular mission of **THE SHOE WORKERS' JOURNAL** is to advance the interests of the Boot and Shoe Workers' Union by educating the shoe workers in the principles of, and their duty to, unionism; by educating them to, and keeping before them the principles, policy and objects of our organization, and pointing out the methods that can be most successfully applied to increase wages and generally improve conditions surrounding them. In addition it educates the employer to the fact that our organization seeks to improve the conditions of shoe workers in all directions, but not by destroying or crippling the employer, but by showing him that increasing intelligence demands improved industrial conditions and that the struggles to attain them must ever be. To educate the employer to the facts that the policy of the Boot and Shoe Workers' Union is to his interests as well as to shoe workers' interests, and that as readjustment must from time to time take place the least wasteful, least harmful, least unsettling methods are the best.

The policy of the Boot and Shoe Workers' Union is unionization, conciliation and arbitration. These we believe to be not only the best, but necessary to promote the best interests of shoe workers and shoe trade in general. As an organization we are pursuing that policy which experience has taught to be the best for the interests of our members in general and not for a few. **THE SHOE WORKERS' JOURNAL** is edited with the same objects in view and its policy is for the interests of the shoe workers in general. There are individuals, of course, who have their particular notions and fancies about the policy of our journal, but if we were to attempt to satisfy all of these different thinking individuals we would be forced to publish a daily instead of a forty-page monthly.

Our journal must be in harmony with the policy of our organization and cannot pursue any other policy, and wield the same influence it does now.

Owing to the wording of our Constitution, our journal was for a time denied second-class mail rates. The post-office authorities, upon the matter being properly presented to them, after much delay granted second-class rates last August. Since this time we have

been at liberty to solicit advertisements with a fair degree of success. Because of better printing rates the journal at the present circulation will, for the present year, cost but a trifle over one-half the printing cost of last year. Increased circulation will increase the cost in proportion. This saving added to our constantly increasing receipts from advertising and subscriptions will, we confidently hope, eventually make our journal self supporting. **THE SHOE WORKERS' JOURNAL** is unquestionably the best advertising medium today for those who desire to reach shoe workers, and we have every reason to believe that this fact in connection with a vigorous campaign to secure advertisers will gain a goodly share of advertising patronage.

NATIONAL HEADQUARTERS.

The continued growth of our organization in all departments has necessitated increases from time to time in office help and enlargements of floor space. January 1, 1900, the office help comprised one clerk and a stenographer, and less than a thousand square feet of floor space gave ample office room. At the present time, the work of the general office requires twenty-five assistants and 3,600 square feet of floor space, which will undoubtedly have to be again enlarged in the near future. Our system is the duplicate card system, pronounced by visiting officers of other organizations to be admirable in its simplicity and adaptability and far superior to the different systems in practise with the different organizations, coming under their notice.

By this system, a complete record of all memberships is kept, including applications, transfers, suspensions, withdrawals and reinstatements. We are able to know almost instantly at all times, exactly how many dollars and weeks' benefits have been paid to one and all claimants. This makes it impossible for any member to draw more than the thirteen weeks' benefits in any one year, that he is constitutionally entitled to.

Beginning the year 1903, we inaugurated a new dues book system. This entailed an immense amount of work on the general office and some inconvenience to the locals. However, the accurate standing of every member was established and the practise sometimes indulged in of fraudulently transposing dues stamps from the expired book to the new was

defeated. Each year the exact standing of each member is determined and a new dues book, good for one year only, is issued to each member whose account shows his or her dues to be paid to December 31st of the preceding year. Each year's dues book and dues stamps are of a different color, and only the stamps of the same color as the dues book are valid. The old dues book had Constitution and By-Laws attached and run for three years. As our conventions have been held oftener than three years and might be held yearly, changes occurring in our Constitution would make the Constitution attached to those dues books practically useless before the three years had expired. In addition the old dues books were cumbersome for members to carry and became dilapidated long before their time of expiration. The new dues book is much more convenient for the members and a valuable protection for the organization.

FINANCIAL.

Our financial system is sometimes called the high dues system. When we adopted this system there was considerable opposition on the basis that 25 cents weekly dues were too high. This opposition was largely due to the fact that the system was untried in our organization, but each year since its adoption has seen the number opposed steadily decrease. There are still some shoe workers who are prone to look at the 25 cents without taking into consideration the uses to which it is to be put and the needs of an effective trades union. We have passed the age of experiment regarding what should be the weekly revenue of the Boot and Shoe Workers' Union. It may be pleasant to those who grudgingly pay to their organization, the established rates of dues whether high or low to theorize about the sufficiency of 5, 10 or 15 cents weekly dues, but the hard, inescapable facts of actual experience has thoroughly exploded such theories.

The experience of the Boot and Shoe Workers' Union since the Rochester Convention has so completely disproved the contentions of the low dues disciples that I do not consider it necessary to argue the question, if, indeed, there is a question. However, a few plain facts and figures will remove the last glimmers of doubt from the minds of

those open to conviction. In addition to the \$100,000 spent in connection with the Lynn and Haverhill situations, we disbursed in strike benefits for legitimate strikes, \$41,522.25, and for the year have paid in sick and death benefits \$76,028.57.

There is not in the country today, to my knowledge, a trades union that has ever been compelled to meet a situation similar to that confronting the Boot and Shoe Workers' Union in Lynn and Haverhill. I believe there never was a labor organization of the same size or even twice the size of our organization that so successfully defended itself at such a great cost without levying an assessment or calling for financial aid from organized labor and the public in general. During this warfare waged against us, we have paid over 1,400 individual sick and death benefits. At a time when a strong treasury was necessary we were prepared, otherwise we could not have preserved our contracts or our organization. Had our dues been less, we could not come to you today and report that the principles for which the Boot and Shoe Workers' Union stands and its rights and interests together with those of the membership have been defended, sustained and promoted. Our constantly increasing membership will introduce more frequent difficulties in one form or other and consequently new channels of expense. It is essential that our revenue be sufficient to meet these while caring for the ordinary financial needs of the organization, and that our treasury and defense fund be strong enough to meet any and all emergencies. We must be prepared to weather any future attacks from any combination of workers who, either acting on their own initiative or at the paid behest of employers, seek our destruction.

The following figures show our financial growth by years since the adoption of our present dues and sick and death benefits:

RECEIPTS.

| | |
|------------|-------------|
| 1899 | \$ 2,963 10 |
| 1900 | 40,800 44 |
| 1901 | 81,584 05 |
| 1902 | 160,706 37 |
| 1903 | 295,084 01 |

The tables following show the receipts and expenditures from June 1, 1902, to January 7, 1904, inclusive.

GENERAL FUND.

June 1, 1902, to January 7, 1904.

| | Dr. | Cr. |
|-------------------------------------|---------------------|---------------------|
| June, 1902, to receipts..... | \$ 9,895 89 | |
| July, 1902, " "..... | 13,147 96 | |
| Aug., 1902, " "..... | 14,606 83 | |
| Sept., 1902, " "..... | 14,533 05 | |
| Oct., 1902, " "..... | 16,184 79 | |
| Nov., 1902, " "..... | 17,670 69 | |
| Dec., 1902, " "..... | 18,020 16 | |
| Jan., 1903, " "..... | 21,947 26 | |
| Feb., 1903, " "..... | 24,101 83 | |
| March, 1903, " "..... | 26,618 47 | |
| April, 1903, " "..... | 25,392 73 | |
| May, 1903, " "..... | 25,936 38 | |
| June, 1903, " "..... | 22,967 65 | |
| July, 1903, " "..... | 22,372 35 | |
| August, 1903, " "..... | 28,752 16 | |
| Sept., 1903, " "..... | 23,624 89 | |
| Oct., 1903, " "..... | 27,802 27 | |
| Nov., 1903, " "..... | 21,953 20 | |
| Dec., 1903, " "..... | 23,614 82 | |
| Jan. 7, 1904, " "..... | 5,178 64 | |
| To Strike Assistance Fund..... | | \$ 45,861 99 |
| To Sick and Death Fund..... | | 103,187 67 |
| To General Expense Fund..... | | 250,093 72 |
| To General Funds, Jan. 7, 1904..... | | 5,178 64 |
| | <u>\$404,322 02</u> | <u>\$404,322 02</u> |

SICK AND DEATH BENEFIT FUND.

June 1, 1902, to January 7, 1904.

| | Dr. | Cr. |
|---------------------------------------|---------------------|---------------------|
| To balance on hand, June 1, 1902..... | \$ 40,685 39 | |
| June, 1902..... | 2,195 84 | \$ 2,195 84 |
| July, 1902..... | 2,925 63 | 2,925 63 |
| Aug., 1902..... | 3,145 26 | 3,145 26 |
| Sept., 1902..... | 2,916 05 | 2,916 05 |
| Oct., 1902..... | 3,272 81 | 3,272 81 |
| Nov., 1902..... | 3,821 39 | 3,821 39 |
| Dec., 1902..... | 3,518 12 | 3,518 12 |
| Jan., 1903..... | 3,668 82 | 3,668 82 |
| Feb., 1903..... | 3,269 23 | 3,269 23 |
| March, 1903..... | 4,880 67 | 28,566 06 |
| April, 1903..... | 6,392 67 | 6,373 67 |
| May, 1903..... | 8,015 00 | 7,126 00 |
| June, 1903..... | 6,687 49 | 6,166 49 |
| July, 1903..... | 6,016 31 | 5,406 33 |
| Aug., 1903..... | 7,632 66 | 7,411 66 |
| Sept., 1903..... | 7,286 28 | 7,117 28 |
| Oct., 1903..... | 10,712 99 | 9,694 99 |
| Nov., 1903..... | 9,694 82 | 7,782 80 |
| Dec., 1903..... | 7,135 63 | 7,130 63 |
| Jan. 7, 1904..... | | 1,571 40 |
| By balance, Jan. 7, 1904..... | | 20,792 60 |
| | <u>\$143,873 06</u> | <u>\$143,873 06</u> |

NOTE.—In March, 1903, \$23,645.89 surplus in the Sick and Death Fund was transferred to the General Expense Fund.

STRIKE ASSISTANCE FUND.

June 1, 1902, to January 7, 1904.

| | DR. | CR. |
|---------------------------------------|--------------------|--------------------|
| To balance on hand, June 1, 1902..... | \$ 58,396 39 | |
| June, 1902, to receipts..... | 1,927 93 | \$ 324 32 |
| July, 1902, " "..... | 404 00 | 404 00 |
| Aug., 1902, " "..... | 1,120 92 | 1,120 92 |
| Sept., 1902, " "..... | 264 00 | 264 00 |
| Oct., 1902, " "..... | 280 00 | 280 00 |
| Nov., 1902, " "..... | 132 00 | 132 00 |
| Dec., 1902, " "..... | 300 00 | 300 00 |
| Jan., 1903, " "..... | 1,684 00 | 1,684 00 |
| Feb., 1903, " "..... | 7,404 00 | 7,404 00 |
| March, 1903 " "..... | 8,628 00 | 8,628 00 |
| April, 1903, " "..... | 7,514 00 | 7,514 00 |
| May, 1903, " "..... | 7,164 00 | 7,164 00 |
| June, 1903, " "..... | 1,732 00 | 1,732 00 |
| July, 1903, " "..... | 2,716 50 | 2,716 50 |
| August, 1903, " "..... | 744 75 | 744 75 |
| Sept., 1903, " "..... | 318 00 | 318 00 |
| Oct., 1903, " "..... | 809 00 | 809 00 |
| Nov., 1903, " "..... | 1,272 00 | 1,272 00 |
| Dec., 1903, " "..... | 1,536 00 | 1,536 00 |
| Jan. 7, 1904, " "..... | | 8 00 |
| By balance, January 7, 1904..... | | 59,992 00 |
| | <hr/> \$104,347 49 | <hr/> \$104,347 49 |

GENERAL EXPENSE FUND.

June 1, 1902, to January 7, 1904.

| | DR. | CR. |
|--|------------|--------------|
| To loans | \$ 150 00 | |
| To advertisers | 4,071 03 | |
| To interest | 1,980 32 | |
| To emblem buttons | 396 30 | |
| To miscellaneous | 980 79 | |
| To transfer of surplus from Sick and Death Fund..... | 23,685 39 | |
| To General funds | 250,093 72 | |
| To balance | 47,061 29 | |
| By balance, June 1, 1902 | | \$ 33,672 09 |

General Officers—

| | | |
|---------------------|--------------|----------|
| J. F. Tobin | Salary..... | 3,121 80 |
| J. F. Tobin | Expense..... | 1,199 41 |
| Collis Lovely | Salary..... | 2,811 67 |
| Collis Lovely..... | Expense..... | 2,099 93 |
| C. L. Baine | Salary..... | 2,814 60 |
| C. L. Baine | Expense..... | 1,085 68 |

General Organizers—

| | | |
|-----------------------|--------------|----------|
| C. J. McMorro | Salary..... | 1,404 00 |
| C. J. McMorro | Expense..... | 2,250 60 |
| J. E. Donovan | Salary..... | 1,278 00 |
| J. E. Donovan | Expense..... | 1,727 68 |
| F. A. Sieverman | Salary..... | 1,350 00 |

GENERAL EXPENSE FUND. (Continued.)

| | | |
|---------------------------------------|---------|----------|
| F. A. Sieverman | Expense | 2,509 33 |
| P. J. Byrne | Salary | 1,422 00 |
| P. J. Byrne | Expense | 1,520 18 |
| M. E. Weitler | Salary | 1,332 00 |
| M. E. Weitler | Expense | 904 75 |
| E. W. A. O'Dell | Salary | 1,422 00 |
| E. W. A. O'Dell | Expense | 1,191 72 |
| W. J. Jackman | Salary | 360 00 |
| W. J. Jackman | Expense | 378 22 |
| W. Jones | Salary | 666 00 |
| W. Jones | Expense | 905 20 |
| F. G. R. Gordon | Salary | 75 00 |
| F. G. R. Gordon | Expense | 83 25 |
| J. Macdougall | Salary | 990 00 |
| J. Macdougall | Expense | 1,577 67 |
| G. B. Robinson | Salary | 918 00 |
| G. B. Robinson | Expense | 1,014 74 |
| L. M. Scates | Salary | 144 00 |
| L. M. Scates | Expense | 152 22 |
| Business Agents— | | |
| G. W. Disney | Salary | 9 00 |
| G. W. Disney | Expense | 7 00 |
| F. Silva | Salary | 324 00 |
| Wm. Tateman | Salary | 396 00 |
| W. C. Edmunds | Salary | 423 00 |
| W. C. Edmunds | Expense | 263 56 |
| C. Linn | Salary | 45 00 |
| B. Case | Salary | 80 00 |
| H. P. Chesley | Salary | 612 00 |
| W. J. Jackman | Salary | 90 00 |
| W. J. Jackman | Expense | 20 00 |
| C. E. James | Salary | 594 00 |
| C. E. James | Expense | 30 20 |
| G. Martindale | Salary | 486 00 |
| G. Martindale | Expense | 138 69 |
| M. Kasper | Salary | 720 00 |
| M. Kasper | Expense | 36 90 |
| E. Halsall | Salary | 42 00 |
| W. Rohrdantz | Salary | 438 00 |
| W. Rohrdantz | Expense | 11 00 |
| G. E. Wadleigh | Salary | 702 00 |
| G. E. Wadleigh | Expense | 39 18 |
| F. C. Pinta | Salary | 585 00 |
| F. C. Pinta | Expense | 24 95 |
| A. Mathieu | Salary | 720 00 |
| A. Mathieu | Expense | 177 43 |
| Clerks in Offices of Business Agents— | | |
| E. Cudahy | Salary | 44 00 |
| M. R. Copithorne | Salary | 120 00 |
| A. Goodman | Salary | 479 00 |
| A. E. Cluff | Salary | 456 00 |
| M. C. Barnett | Salary | 680 00 |

GENERAL EXPENSE FUND. (Continued.)

| | | |
|--|--------------|--------------|
| Rent and light | 2,931 59 | |
| Printing | 14,338 61 | |
| Shoe Workers' Journal | 25,200 68 | |
| Office help | 20,193 54 | |
| Advertising | 31,226 09 | |
| Special organizing | 114,736 07 | |
| Office supplies | 7,763 34 | |
| Advertising (tapes) | 5,000 00 | |
| Postage | 5,952 07 | |
| Expressage | 2,276 26 | |
| Telephone and telegraph | 1,121 93 | |
| Emblem buttons | 1,533 30 | |
| Marlboro, Mass., strike debt | 2,848 78 | |
| American Federation of Labor | 2,102 60 | |
| Attorney fees | 1,661 40 | |
| Donations | 3,293 00 | |
| General Executive Board | 2,277 62 | |
| General Inspectors of Election | 1,139 05 | |
| General Auditors | 301 20 | |
| J. J. McNamara, medical examiner | 737 00 | |
| Delegates to A. F. of L.— | | |
| E. T. Walls | 178 95 | |
| G. Martindale | 175 16 | |
| J. Carey | | |
| Joint Council, Chicago | 153 00 | |
| Joint Council, Brockton, act. J. P. Meade..... | 101 95 | |
| | <hr/> | <hr/> |
| | \$328,418 84 | \$328,418 84 |

CAUTION.

Our sick benefit fund is for the purpose of aiding sick members who are eligible to draw sick benefits, as provided in our Constitution, and is not and never was intended for any other purpose.

There are some locals that have drawn more in sick benefits than their entire remittances have amounted to, and there are other locals that seem to think it right to draw every dollar possible from our sick benefit fund regardless of whether claimants are constitutionally entitled to sick benefits. It is my belief that some locals are actually filching this fund.

There cannot be too great vigilance exercised to protect this fund against fraudulent claims. I desire to impress as strongly as possible upon the locals and investigating committees that their first duty in every case is to protect this fund, and to strive in every way to stamp out the growing disposition to wrongfully draw sick benefits.

If this practise is allowed to grow, it must be apparent to all, the evils it will lead to. Instead of being able to increase our sick benefits and make it possible for sick members to enjoy some comforts, it may become necessary to reduce the sick benefit. This would be a hardship and great wrong to our membership, yet, if mistaken notions and sentiment on the part of local unions and investigating committees permit the practise of fraudulently drawing sick claims, our sick benefit fund will be dissipated.

The interests of each local and national organization can best be served by electing to every office the men best qualified to fill those offices. Unfortunately this is too often overlooked and good fellowship or the desire to bestow a benefit upon some good fellow often causes the election to office of persons well intentioned but unfit to perform the duties of their office. The same laws of necessity apply

to a trades union which apply to any business institution and its interests cannot be sacrificed to those of the individual without great injury.

The habit of some members to allow their dues to run on until they are on the verge of suspension and thereafter pay just enough to keep within the good standing limit is a dangerous practise, and, if persisted in, is almost certain to lead to suspension. However careful a member may be usually to make his remittance on time, matters of absorbing interest or importance and various other causes peculiar to the individual habits are sure to arise sooner or later and make it impracticable to remit dues on time. Suspension follows, a reinstatement fee is necessary to place them again in good standing, and most serious is the fact that they become ineligible to draw sick benefits until six months after they become reinstated. Quite often sickness overtakes them during suspension. I would bring to the serious attention of those members the advisability of keeping their dues within the safety limit and sincerely hope they will govern themselves accordingly.

Many of the weaknesses and imperfections, which some members complain of, are due to the indifference, which causes non-attendance of a larger number of members at the meetings of their locals. This indifference places the affairs of the locals, in some instances, in the hands of a few, who do not represent the wishes of the majority of the membership, but the disposition to shirk individual responsibility, and, an indifferent disposition on the part of quite a number of members as to whether the affairs of their locals are being conducted in their best interests, makes it possible for weaknesses to creep in and grow that otherwise could not.

RECOMMENDATIONS.

1. Because of the difficulty arising from our majority system of elections, I would recommend that members of the General Executive Board, General Auditors and delegates to the A. F. of L. convention be elected by plurality vote.

In the election of 1902, three ballots were necessary to complete the election, and at the last election, two ballots were taken, a third is pending with the possibility of a fourth being necessary. Under the majority system,

this is bound to recur with every election and there is nothing to interfere with it being extended beyond four ballots. This entails a large and unnecessary expense that we would not be subjected to under a plurality system of electing members to the above positions, and equally good results would be obtained.

2. I would also recommend that the term of General Auditors be three years instead of one year as at present and that one member of this board be elected each year, no member to be a candidate to succeed himself. In order to put this into practise, I would further recommend that at the election for 1904 the candidate receiving the highest number of votes be elected for three years and the second highest for two years and the third highest for one year. One member to be elected each year thereafter to serve a full three year term.

3. That all local financial secretaries and treasurers be bonded, a provision to that effect being incorporated in our Constitution.

4. That the words "employment on" be stricken out of Section 50 and the word "constitutionally" be inserted between the words "job" and "declared."

5. That Section 58 be changed to read: "The revenue of the local unions shall be one-third of all receipts from initiation fees, dues, national and local fines, and the entire receipts from local assessments."

6. That Section 59 be changed to read: "The revenue of the General Union shall be two-thirds of all receipts from initiation fees, dues, national and local fines, and all the receipts from such national assessments as may be levied."

7. That the working fund in the hands of the General Secretary-Treasurer be made \$10,000, and the bond of the General Secretary-Treasurer be increased to \$10,000, and that the words "five thousand dollars" be stricken out wherever appearing in Section 8 and the words "ten thousand dollars" be substituted therefor.

I am moved to make this recommendation because \$5,000 is entirely too small a working fund to properly, or even conveniently conduct the business of our organization.

When our monthly receipts were from \$10,000 to \$15,000 our membership and expenses were much smaller and \$5,000 was an ample working fund. Now, however, our re-

ceipts are about \$1,000 per day, our membership doubled and the expenses and requirements of the organization so much increased that it is actually impossible to do business with a \$5,000 working fund.

8. That the words "but members in good standing shall be subscribers without charge" be stricken from Section 26 and the words "which sum shall be deducted from the dues of each member" be substituted.

It was due to this objectionable phrase which we desire stricken out that the post-office authorities denied second-class mail rates to our journal.

These authorities gathered an entirely wrong impression, and one clearly not intended. In order to obviate a recurrence of this kind and to, in fact, be relieved from different constructions that could, and that may be placed on the above section as at present formed, it is necessary to make the recommended change.

There is another matter which, it appears to me, merits the best thought of this convention. As our organization grows, our sphere of activity broadens, the sale of union stamp shoes increases and our advertising expenses multiply. We are advertising and promoting, whenever and wherever possible, the sale of union stamp shoes.

This requires a large amount of printed matter which, in connection with the stationery and printed forms necessary to carry on the work of the different locals and the General Office, and such work in the printing line as we would be able to do for our local unions would almost make the establishment of a printing plant by the B. & S. W. U. a profitable investment.

Although I am not prepared to recommend that this convention authorize the establishment of a printing plant, I do suggest that the matter receive your earnest consideration.

CONCLUSION.

In this report I have endeavored to show to you the progress of our organization in the face of difficulties and attacks that might well shake a less stable organization from its moorings and cast it adrift on the sea of disruption. Our continued progress and successful defense against covert attacks and opposition from within and without, from employers and workers, I attribute to that wise policy which for four and a half years has steadily built up our organization in all de-

partments, and today we occupy an unquestioned position of influence in the shoe industry. Step by step we have gone forward in the work of uniting the shoe workers of the country in an organization that has stood the test of four and a half years of severest trial, and we claim without fear of honest contradiction that the shoe worker, shoe manufacturer and shoe trade is better off today because of the existence of the Boot and Shoe Workers' Union.

The field of usefulness of our organization is the protection of the industrial rights of shoe workers and the promotion to the highest degree of their rightful interests and the correction of evils besetting both worker and employer. Improvements in wages, hours of labor and the abolishment of trade evils follow organization—*Never Precede It*.

The ability of a trade union to maintain the rights of the workers and secure these improvements is largely determined by the loyalty of its members to its established policy, and here I wish to pay tribute to those members who rendered such signal assistance to our organization; those members moved by a fearless purpose to protect our organization against contract-breakers and enemies, even at the cost of suffering to themselves and those depending upon them. This assistance made possible the carrying out of our contracts in defiance of the concerted attacks of enemies. A policy that has proved successful is never a policy to be set aside. Let us be sensible of the fact that the disruption of every union that has passed into oblivion was hastened by the radicals who always wax impatient under the slow, steady, measured tread of permanent success. Let us subordinate trivial differences to the great work at hand and remember that organization, a united membership and betterments are the work before us. Dissipating our strength in idle warfare, wasting our substance in petty dissensions and ill-natured wrangles may please individuals but never can bring aught but loss and harm to our organization.

Let each step be a forward one and firmly planted, and we will never have occasion to retreat. A half-ripe opportunity is like a half-made shoe, the success following the one would be no greater than the durability of the other. We should not force the one any more than we should wear the other before its proper time. We come together in convention

for the third time since reorganization, and today our organization is more powerful, more influential, and firmer established than ever before. There can be nothing, it seems to me, claim the serious attention of this convention more than our steady progress unparalleled by any former organization of shoe workers.

The work properly devolving upon the Boot and Shoe Workers' Union can best be carried on by pursuing that policy which has gained for us the esteem of every honest mind and a reputation for upholding our contracts second to no organization. Shall we listen to the irrational, and jump into the vortex of upheaval and go back to the period of change

and experiment? or shall we stick to the progressive path we have been following?

Our onward march and the hopes of shoe workers to improve their workday lot through united action will be advanced or obstructed as we legislate wisely or unwisely at this convention. The future of our Organization is in your hands. To you is given the opportunity to raise up or cast down the workday standards of the shoe workers. We come to you with progress on our lips, progress in our acts, progress denoted by facts and figures, and a still brighter future before us. Fraternally submitted,

C. L. BAINE.

General Secretary-Treasurer.

Referred to Committee on Officers' Report.

Delegate Hubbard, No. 192, stated he had a resolution which he desired the convention to immediately consider.

The request was granted, and Delegate Hubbard then read the following resolution:

Resolved, That no person except regularly credentialed delegates, be admitted to this convention, except that members in good standing, shall be admitted upon vote of the convention, who shall be provided with a card certifying their right to be present; and further

Resolved, That a Press Committee of three be appointed, and no newspaper reports be sent out unless first approved by the Press Committee.

Delegate Dullea opposed the adoption of the resolution. Believed that any member who presented a square due book at the door of the convention hall should be admitted; that it deprived members of their rights of organization. He believed that there was a "nigger in the wood-pile" and stated that it was a personal matter, and offered an amendment that any member with paid up due book be granted the privilege of the floor of this convention as a visitor.

President Tobin ruled that the amendment was not in order.

Delegate Studly favored the defeat of the resolution and believed in allowing newspaper representatives the right to report proceedings of the convention.

Delegate Farrell favored the defeat of the resolution, and favored the admission of the representative of the *Brockton Times*.

Delegate McConney spoke in opposition to the resolution along the same lines as Delegates Farrell and Studly.

Delegate Sieverman spoke strongly in favor of the resolution, saying there is one member who comes in the guise of a visitor with a paid-up card in his pocket but is really the representative of the notorious *Lynn Item*, and is simply promoting his sordid ends. There has been no enemy of our organization more dastardly or that employed more disreputable methods than the *Lynn Item*.

This paper reeks with lies and distortions about this organization, and has circulated the vilest charges against this union.

There is not one among you who has not come under its baneful influence. I am unalterably opposed to granting the privileges of this floor to any member who accepts our hospitality and openly confesses in the corridors of the hotel that he is a representative of the *Lynn Item*.

I am in favor of this resolution, and it is about time that we took steps to exclude from this convention the representatives of this antagonistic newspaper.

Delegate Dullea spoke further in opposition to the resolution, which he claimed was due to personalities, and did not wish at this time to enter into a controversy over the *Lynn Item*, and wished to emphasize his belief that a paid-up due card should entitle a member to the privileges of the convention as a visitor.

Delegate Hubbard spoke in favor of the resolution. Did not know who the representative of the *Lynn Item* was, or that there

was any personal animosity in the matter. He further stated that he had no desire to refuse permission to any member holding paid-up due card and believed that delegates should pass the resolution which, he held, did not deprive members of any rights.

Resolution adopted.

Delegate Studley moved that Brother Frank Barnard, representing the *Brockton Times*, be given a card by the General Secretary-Treasurer, that will admit him to all sessions of this convention, and that he shall not send out any reports unless approved by Press Committee.

Adopted.

President Tobin appointed Delegates Ham, Robinson and Schaeffer as a committee to determine who on the floor were not entitled to seats as delegates.

Delegate Byrne moved that members of the General Executive Board and members of the Auditing Committee, not delegates, who are in attendance, be admitted to the convention.

Adopted.

Delegate Sieverman moved that Mat Kasper, of Chicago, be admitted to the convention.

Adopted.

Delegate Dulca moved that H. J. Skeffington be admitted.

Adopted.

Delegate Ham moved that Mrs. Wm. Gould and C. A. Varney, of Haverhill, be admitted.

Adopted.

Moved that Miss L. Catlin, of Hamilton, Ont., be admitted.

Adopted.

Delegate Tateman stated that there was a number of members of the Cincinnati unions who were in attendance and would like to be admitted to the convention.

The Chair stated that if Delegate Tateman procured the names of the members, they would be admitted.

The Chair stated that the next in order was the report of the General Auditors, and Delegate Byrne of the General Auditors, read the following report:

REPORT OF THE GENERAL AUDITORS.

To the Members:

The General Auditors assembled at headquarters on Monday, January 4, 1904, for the purpose of examining the accounts of the General Secretary-Treasurer up to the end of the year, December 31, 1903, but, feeling that our audit would be incomplete unless it

covered the affairs of the union up to the date of our audit, we, therefore, concluded to bring our audit up to the close of business January 7, 1904.

We have carefully examined the accounts and vouchers and find them correct, and the following is a statement, as shown by the books at this office:

| | |
|--------------------------|-------------|
| Strike Fund | \$59,992 00 |
| Sick and Death Fund..... | 20,792 60 |
| General Funds | 5,178 64 |
| "At Large" | 7 50 |

Total\$85,970 74

| | |
|-------|----------|
| .. \$ | 1,772 21 |
| .. | 5,183 51 |
| .. | 2,089 21 |
| .. | 5,265 77 |
| .. | 343 35 |
| .. | 54 04 |
| .. | 2,120 23 |
| .. | 219 06 |
| .. | 2,053 75 |
| .. | 2,240 22 |
| .. | 2,058 22 |
| .. | 270 93 |
| .. | 171 48 |
| .. | 2,208 35 |
| .. | 5,211 82 |

| | |
|----------------------------------|-----------|
| Checks in office | 92 35 |
| Express orders | 450 32 |
| Postal orders | 1,141 59 |
| Cash in office | 2,020 60 |
| Notes and bills | 3,942 44 |
| Deficit in General Expense | 47,061 29 |

Total\$85,970 74

The General Secretary-Treasurer has handed us certificates from the various banks certifying to the amount of money on deposit in the various banks throughout the United States and Canada, together with the interest placed to our credit in each bank, and the bank statements agree with the books at this office.

Faternally submitted,

PHILIP J. BYRNE,

J. F. McMAHON,

A. D. McDONALD,

General Auditors.

January 7, 1904.

Referred to Committee on Officers' Report.

Delegate Meade moved that all amendments to the Constitution be read before being referred to the committee.

Adopted.

Delegate Kelley, No. 35, moved that a committee be appointed to wait on hotel proprietor and see that the label be put on the bill of fare.

Delegate Willett suggested that a committee be appointed to wait on the hotel proprietor with reference to unionizing the bar.

The Chair appointed Delegates Kelley, Saunders and Willett a committee to wait on the proprietor of the hotel, and endeavor to have him use label on his printing and unionize the bar.

Resolution No. 1—(By Delegate Edward Harris, No. 222):

To the Officers and Members of Local Union No. 222, International Boot and Shoe Workers' Union.

WHEREAS, The many oral and written statements presented to and for the consideration of this local union, relative to the controversy existing between the National Officers and the Executive Officers of the locals and Joint Council No. 13, comprising the St. Louis membership of the International Boot and Shoe Workers' Union, leaves our members in a perplexed quandary, inasmuch as one questions the validity of the other in the motives actuating and the methods used, in the efforts for a betterment of conditions among the shoe workers of St. Louis; and,

WHEREAS, Joint Council No. 13, believing in the right to make their own conditions, proceeded along lines that later on were declared invalid and unconstitutional by the National Officers, who, in support of their declarations, finally revoked the council and local charters, assigning all involved to membership at large, "apparently acceptable," pending a final adjustment of the issues by the National Convention, of which they ask the right to be heard in their own defense; and,

WHEREAS, The development of this controversy, having created internal criticisms of an unfavorable character, and external antagonism of pronounced censure of an organization, whose officers or members in the making and signing of agreements and contracts will pursue and adopt policies that make the final conclusions to any or all compacts so questionable and unsatisfactory as to reach insubordination, rebellion and disintegration; therefore,

Resolved, That in recognizing the International Boot and Shoe Workers' Union, in convention assembled, as the sole and final authority in the settlement or adjustment of

the issues submitted in the correspondence and verbal explanations of the National and local officials involved in this controversy, who announce the withholding of documentary proofs to sustain the attitude of each, which will be presented at the proper time and place, we therefore direct and instruct our delegates to the coming convention to voice and vote a hearing to all concerned in the pending issues affecting the individual and collective rights, interests and welfare of the International Boot and Shoe Workers' Union, in the City of St. Louis, Mo.

Referred to Committee on Resolutions.

Resolution No. 2—(By Delegate Emmett Healy, No. 170):

Amendment to Sec. 10, to read:

Each local union shall nominate by secret ballot at the first meeting in June, etc.

Amendment to Sec. 12, to read:

At precisely 12 M. on the tenth day of July, etc.

All sections to be changed to conform with this amendment.

Referred to Committee on Constitution.

Resolution No. 3—(By Delegate Albert Diedrich, No. 170):

Amendment to Sec. 99, by adding:

And the General Secretary-Treasurer shall publish each month in THE JOURNAL the name and local number of suspensions occurring during previous month.

Referred to Committee on Constitution.

Resolution No. 4—(By Delegate Emmett Healy, No. 170):

Amendment to constitution:

No one shall be eligible to any appointive or elective office paying salary in this union, unless such person has been an active member and shoe worker for one year immediately previous to such appointment. This, however, not to apply to such office help as stenographers, etc.

Referred to Committee on Constitution.

Resolution No. 5—(By Delegate Emmett Healy, No. 170):

Amendment to Sec. 64, to read:

A sick benefit of five dollars per week shall be paid to any member who has been six months continuously in good standing, and who is by reason of sickness or disability, unable to work; provided, that no benefit shall be paid for the first seven days of reported illness or disability. But at the end of two weeks member shall be entitled to draw two weeks' benefit, and five dollars each continued week of illness or disability, etc.

All other sections to be changed to conform with this amendment.

Referred to Committee on Constitution.

Resolution No. 6—(By Delegate Daniel J. Reagan, No. 285):

To the Members of the Boot and Shoe Workers' Convention:

I respectfully request that the words in Sec. 37 of the Boot and Shoe Workers' Constitution be stricken out, "appoint shop collectors." And these words be added to Sec. 29, Boot and Shoe Workers' Constitution, *collection for each shop.*

Referred to Committee on Constitution.

Resolution No. 7—(By Delegate E. Healy, No. 170):

Amendment to Sec. 53, to read:

The dues of this union shall be the union sum of twenty-five cents for male and fifteen cents for female members.

All other sections to be changed to conform with this resolution.

Referred to Committee on Constitution.

Resolution No. 8—(By Delegate F. J. Clarke, No. 192):

Be it Resolved, That we indorse the label of the Allied Printing Trades, and urge our members to do all in their power to advance the interests of the same.

Referred to Committee on Labels.

Resolution No. 9—(By Delegate T. O'Hare, No. 35):

Sec. 100a:

Local Executive Boards shall have discretionary power to inflict a fine not exceeding the sum of five dollars upon reinstatement of those who have been suspended through their own wilful neglect.

Sec. 45a:

Members shall not be eligible to hold any general or local executive office, unless they have been in good standing for at least six months.

Sec. 17a. Election of general and local officers:

All members, unless giving satisfactory reasons to their Local Executive Board for not casting their ballot, shall be liable to a fine of 50 cents.

Referred to Committee on Constitution.

Resolution No. 10—(By Delegate W. Elphinstone, No. 298):

To the Cincinnati Convention of the Boot and Shoe Workers' Union:

SISTERS AND BROTHERS—We, the members of No. 93, through our Executive Board, submit the following resolutions:

WHEREAS, The factory of J. E. Tilt Shoe Company, of Chicago, is ostensibly being operated under a union stamp agreement, and is in possession of our union stamp; and,

WHEREAS, Several of our treasurers have been discharged, and have been given as a reason therefor that they did not do 350 pairs of shoes in a day, and all have been threatened with discharge unless they can do this stipulated amount of work; and,

WHEREAS, It is not only an impossibility to perform the amount of work demanded under the circumstances, but is a violation of our agreement by virtually setting a piece price on what is acknowledged to be day work; and,

WHEREAS, The firm in question has been guilty of numerous other violations of our agreement; therefore, be it

Resolved, That a thorough investigation be made of the grievances complained of, and if they are found true as alleged, that the stamp be taken away from the firm named unless an adjustment satisfactory to our members employed there is effected.

(Signed) Executive Board L. U. No. 93.

JOE GOTTLIEB,
WILLIAM WALTON,
JOHN O'NEILL,
C. R. EDWARDS,
H. STILJER,
P. MCCABE,
WM. C. SCHMIDT, Sec'y.

Referred to Committee on Appeals and Grievances.

Resolution No. 11—(By Delegate W. M. Pierson, No. 340):

Amendment to Constitution, governing apprentices:

That all apprentices, and conditions and wages which they shall work under, shall be entirely in the hands of the Local or Joint Council, under whose jurisdiction they are working.

Referred to Committee on Constitution.

Convention then adjourned until 9 A. M., Tuesday.

SECOND DAY—MORNING SESSION.

President Tobin called convention to order at 9 o'clock, and stated the suggestion had been made to him that the reading of the roll-call be dispensed with, and the card system in vogue at the last convention of the A. F. of L. be substituted.

Delegate Hughes moved that the suggestion be adopted.

Adopted.

Secretary Baine read the following communication:

CINCINNATI, O., Jan. 9, 1904.

Mr. Chas. L. Baine, International Secretary Shoe Workers:

DEAR SIR AND BROTHER—We wish to impress upon the members of the Shoe Workers attending as Delegates to the convention of our city, that we wish for them to patronize only places where members of our craft wear the emblem of our organization—the blue button, with the letters, B. I. L., on their white coats.

We also wish to say the Bartenders have two places on the unfair list—they are: A. Kramer's place at Sixth and Elm, his place at Ninth and Central Avenue, and also his place at the southwest corner of Vine and Longworth Streets; and also J. Kilroy's place at Eight and Elm. Hoping that the delegates will make note of same, and the Bartenders' Alliance will do all that is in their power to push the label of the Shoe Workers. Thanking you for the favor of bringing this before your honorable body, and wishing the Shoe Workers success, and will also show them all courtesy while in our city. Thanking you very much, we remain,
THE CINCINNATI BARTENDERS' ALLIANCE, LOCAL No. 68.

CHARLES GALLAGHER, Pres.
WM. BURKHARDT, Rec. Sec.

Delegate Elphinstone moved that the communication be received and that the delegates be requested to comply with the request contained therein.

Delegate Donovan of the Committee on Rules read the following report:

REPORT OF COMMITTEE ON RULES.

Committee on Rules submit the following report:

Rule No. 1—The convention shall be called to order at 9 o'clock A. M.; adjourn at 12 o'clock M., and continue in session until 5 o'clock P. M.

Rule 2—Every delegate, when rising to speak, shall respectfully address the Chair.

And when recognized by the Chair shall give name of delegate and number of union, and while speaking shall confine himself to the question.

Rule 3—Should two or more members rise to speak at the same time, the Chair shall decide who is entitled to the floor.

Rule 4—No delegate shall interrupt another in his remarks, unless it be to call him to order.

Rule 5—If a delegate, while speaking, be called to order, he shall, at the request of the Chair, take his seat until the question of order is determined, when, if permitted, he may proceed.

Rule 6—A delegate shall not speak more than once on the same subject or question until all who wish to speak have had an opportunity to do so, nor more than two times without permission from the convention, nor any longer than ten minutes without permission.

Rule 7—When a question is before the convention no motion shall be in order, except to adjourn, to refer, for the previous question, to postpone indefinitely, to postpone for a certain time, to divide, or amend, which motions shall severally have precedence to order herein named.

Rule 8—A motion to lay on the table shall be put without debate.

Rule 9—A motion for consideration cannot be received unless made by a delegate who voted in the majority, and shall require a majority vote.

Rule 10—Any delegate who may not be present to answer his name at roll-call shall be marked absent by the secretary, but in the event of being unavoidably absent, shall have the privilege of reporting to the secretary.

Rule 11—The previous question can only be put when called for by five delegates, and the roll-call by a yea and nay vote of at least fifteen delegates.

Rule 12—All questions not herein provided for shall be decided according to Cushing's Manual.

Rule 13—That before a resolution is received by the Chair, it must be written out in duplicate and sent to the committee and shall bear the signature of the delegate introducing it, with the title of his union.

Rule 14—No motion or resolution shall be finally passed without opportunity to speak is afforded the person making or introducing the same.

Rule 15—That no resolution be received after Thursday afternoon session, without unanimous consent.

Rule 16—That the records of each day's proceedings be approved before final adjournment.

Rule 17—That no smoking be allowed during the sessions. Respectfully submitted,

JEREMIAH J. RYAN,
JOHN H. TOBIN,
T. C. SULLIVAN,
WALTER EDMUNDS,
KATE BRODERICK,
JAMES LEWIS,
ANNIE GIBSON,
GEORGE ELDRIDGE,
MAE DONOVAN.

Delegate Lovely moved to amend report by striking out Rule 10, and substitute card system, adopted this morning.

Delegate Regan, No. 192, moved to amend the amendment by limiting the privilege of receiving cards to one-half hour after opening of session. Adopted.

Motion as amended adopted.

Delegate Dullea moved to amend Rule 4 to read, "No delegate shall interrupt another while speaking, except to raise a point of order."

Adopted.

Delegate Hughes moved that Rule 6 be amended by striking out the words "ten minutes" and substituting "five minutes."

Motion to amend defeated.

Report of committee as amended, adopted.

Delegate Kelley, of committee appointed to wait on proprietor of hotel, reported that the proprietor stated it to be almost impossible to place the union label on his menu, because there was only one printer in the city equipped to do his work, and he did not use the label. The proprietor further stated that he would use his influence to induce his printer to use the union label.

Delegate Willett, of the same committee, reported that the two regular bartenders were union men and an extra bartender had been furnished by the Bartenders' Union, and that the bar was strictly union.

Delegate Farrell, No. 36, moved that the report of the committee be accepted and endorsement of this convention be given to the Palace Hotel.

Adopted.

Delegate Tateman, for Committee on Constitution, submitted the following as a partial report:

Resolution No. 3—(By Delegate Albert Diedrich, No. 170):

Amendment to Sec. 99, by adding:

And the General Secretary-Treasurer shall publish each month in THE JOURNAL the name

and local number of suspensions occurring during previous month.

Committee reports unfavorably.
Concurred in.

Resolution No. 7—(By Delegate E. Healy, No. 170):

Amendment to Sec. 53, to read:

The dues of this union shall be the uniform sum of twenty-five cents for male and fifteen cents for female members.

All other sections to be changed to conform with this resolution.

Committee reports unfavorably.

Delegate Swanson opposed the report of the committee, contending that wages were low in his city, and believed that if the dues were lower, the girls would join our organization. He claimed it was impossible to get the girls in his city to join at the present dues.

Delegate Mary Donovan, No. 108, favored the report of the committee. She held that some of the girls did not earn enough to pay 25 cents per week. Nevertheless she favored 25 cents weekly dues. Twenty-five cents per week dues, with benefits, is vastly better than 15 cents per week without benefits.

Delegate Spragon spoke in favor. She believed that the organization could collect 25 cents equally as well as lower dues; that men want to better conditions by cutting dues to 10 cents per week; that men earning even \$18.00 weekly, object to paying 25 cents dues; that dues should be kept at 25 cents per week; that the dues were spent for the benefit of the organization. She came from St. Louis, where wages were not high and where it has never been possible to build up an organization under the low dues system. Under the high dues system it is not necessary to beg for anything when in trouble, but rather we are in receipt of benefits.

Delegate Mary Hayden spoke in favor, stating that four were dependent upon her wages, and that if she could pay 25 cents weekly dues, girls who had no one dependent on their wages but themselves, certainly could pay the same.

Delegate Mollie Weitler spoke in favor, saying that under the old dues system, conditions were deplorable. We must have money to do anything. It is possible to obtain this money only by a high dues system.

Delegate Byrne favored the report of the committee.

Delegate Whaley spoke in favor, stating that the consensus of the girls' opinions in his local was that they would rather pay 25 cents weekly dues with benefits, than 15 cents weekly dues with no benefits.

Delegate Farrell (36) hoped report of the committee would be accepted. He thought that lowering the dues of the girls was the wrong way of doing them justice, and that it was merely drawing the line between sexes. He also said that in the department in which he worked (treeing) they worked longer, harder and were as skillful as any others; that there were girls earning \$18.00 per week, while there were many treers earning \$10 per week.

Delegate Bury spoke in favor, saying that under the old system girls could not be induced to organize, but under present system, quite an organization has been formed.

Delegate Kelley, No. 111, while favoring committee's report, thought that constitution must provide in the near future for poorer paid class of workers. There are some girls earning as high wages as men.

Delegate Healy, No. 170, stated that he had been instructed by his local to introduce this resolution. He further stated that Milwaukee was the cheapest city in the country, and that it was the belief in his local, that if the dues for girls were lower, they could be induced to join, and that if they could get the girls to join, it would be immaterial whether the men joined.

Committee's report adopted.

Resolution No. 11—(By Delegate W. M. Pierson, No. 340):

Amendment to Constitution, governing apprentices:

That all apprentices, and conditions and wages which they shall work under, shall be entirely in the hands of the Local or Joint Council, under whose jurisdiction they are working.

Committee reports unfavorably.

Concurred in.

Delegate Willett, for Committee on Resolutions, submitted the following partial report:

Resolution No. 1—(By Delegate Edward Harris, No. 222):

To the Officers and Members of Local Union No. 222, International Boot and Shoe Workers' Union.

WHEREAS, The many oral and written statements presented to and for the consideration of this local union, relative to the controversy

existing between the National Officers and the Executive Officers of the locals and Joint Council No. 13, comprising the St. Louis membership of the International Boot and Shoe Workers' Union, leaves our members in a perplexed quandary, inasmuch as one questions the validity of the other in the motives actuating and the methods used, in the efforts for a betterment of conditions among the shoe workers of St. Louis; and,

WHEREAS, Joint Council No. 13, believing in the right to make their own conditions, proceeded along lines that later on were declared invalid and unconstitutional by the National Officers, who, in support of their declarations, finally revoked the council and local charters, assigning all involved to membership at large, "apparently acceptable" pending a final adjustment of the issues by the National Convention, of which they ask the right to be heard in their own defense; and,

WHEREAS, The development of this controversy, having created internal criticisms of an unfavorable character, and external antagonism of pronounced censure of an organization, whose officers or members in the making and signing of agreements and contracts will pursue and adopt policies that make the final conclusions to any or all compacts so questionable and unsatisfactory as to reach insubordination, rebellion and disintegration: therefore,

Resolved, That in recognizing the International Boot and Shoe Workers' Union, in convention assembled, as the sole and final authority in the settlement or adjustment of the issues submitted in the correspondence and verbal explanations of the National and local officials involved in this controversy, who announce the withholding of documentary proofs to sustain the attitude of each, which will be presented at the proper time and place, we therefore direct and instruct our delegates to the coming convention to voice and vote a hearing to all concerned in the pending issues affecting the individual and collective rights, interests and welfare of the International Boot and Shoe Workers' Union, in the City of St. Louis, Mo.

Committee referred Resolution No. 1 back to Delegate Harris, requesting him to be more specific as to his wishes. Committee could not intelligently report on it in its present form.

Committee's report concurred in.

Delegate Lovely moved that when the convention adjourns, it be until Wednesday morning at 9 A. M.

Delegate Meade stated that it appeared to him this motion was out of order; that the report of the Committee on Rules, which had been adopted, provided for time of opening and closing of the sessions of the conven-

tion. Was opposed to adjourning until 9 o'clock Wednesday. Believed that there should be no delay in the work of the convention.

President Tobin called the attention of the delegates to the fact that there was no work for the convention to do at this time, and adjournment to Wednesday morning would give the committee an opportunity to act on the various resolutions submitted.

Delegate Hubbard stated that there were many of the delegates serving on committees who were as anxious to do the legitimate work of the convention as any other delegate on the floor. He was serving on the Committee on Officers' Reports and wanted to do his duty on that committee, but at the same time, did not desire to miss any of the sessions of the convention.

Delegate Howes raised the point of order that Delegate Lovely's motion was not in order.

President Tobin decided the point of order well taken.

Delegate Rongey moved that the hours of session be suspended until 9 o'clock Wednesday morning.

Adopted.

Resolution No. 12—(By Delegate Mae Donovan, No. 108):

WHEREAS, A Woman's Trade Union League has been formed, the object of which is to assist in the organization of women wage workers into trade unions; be it

Resolved, That this convention indorse this league and the delegates give it their moral support.

Referred to Committee on Resolutions.

Resolution No. 13—(By Delegate F. J. Clark, No. 192):

WHEREAS, As the ladies of the country are the ones who do the most of our purchasing for households of the workmen, and that power properly directed will result in great advantage to all labor unions; therefore, be it

Resolved, That every delegate upon his or her return to their local unions take immediate steps to organize Ladies' Label Leagues.

Referred to Committee on Resolutions.

Resolution No. 14—(By Delegate Louis J. Willett, No. 38):

WHEREAS, There is sometimes manifested a disposition upon the part of some local unions representing particular branches of the trade to deprive members of other local unions of the privilege of working on the

branch represented by said local unions; therefore, be it

Resolved, That this convention give to members of the Boot and Shoe Workers' Union the right to change from one branch of the trade to another without interference of any kind from any local union, and he shall be deemed a competent workman in any branch of the trade if the employer is willing to accept his work, and pay the rate of wages prevailing in the factory where employment is accepted, providing said members have been in good standing for six months previously.

Endorsed by Local No. 38.

Referred to Committee on Resolutions.

Resolution No. 15—(By Delegate Louis J. Willett, No. 38):

To amend Section 17 by striking out all of said section after the words "Local Inspectors" and insert the following: "Who shall write the registry number and name on a list and forward same to headquarters with ballots."

Referred to Committee on Constitution.

Resolution No. 16—(By Delegate Richard Fauth, No. 265):

Resolved, That a bureau of information be established at headquarters for the purpose of furnishing information regarding prices paid in the various shops.

Referred to Committee on Constitution.

Resolution No. 17—(By Delegate W. A. Gibbs, No. 376):

To have an understanding in regard to arbitration a time limit being established say from thirty to sixty days after being given to arbitration it must be settled.

Referred to Committee on Constitution.

Resolution No. 18—(By Delegate John J. Holland, No. 192):

By adding to Section 105, so as to read:

Resolved, All delegates to convention must be members of the Boot and Shoe Workers' Union in good standing and must be members in continuous good standing of the local union which they are elected to represent for a period of at least six months previous to such election.

Referred to Committee on Constitution.

Resolution No. 19—(By Delegate P. J. Byrne, No. 59):

To instruct the General Executive Board to arrange our due system on a percentage of the earnings of our members to equal the amount received under the 25 cents per week system and submit the same to the members for their approval.

Referred to Committee on Resolutions.

Resolution No. 20—(By Delegate C. Moore, No. 363):

Resolved, That a stamp to be known as a "Reinstatement" stamp be prepared and furnished to local financial secretaries, to be placed in members' due books who may have been suspended, on the date of their reinstatement.

Referred to Committee on Constitution.

Resolution No. 21—(By Delegate Edw. G. Vaughan, No. 363):

Resolved, That the regular form of application now in use and the pledge thereon be discarded and that a committee of five be appointed to draft a new form of obligation which is to be administered to the applicant on approval of his application, and also that a new form of application be adopted.

Referred to Committee on Resolutions.

Resolution No. 22—(By Delegate Louis J. Willett, No. 38):

To amend Section 11 by inserting after the words "General Secretary-Treasurer," "and who receive less than five nominations."

Endorsed by Local No. 38.

Referred to Committee on Constitution.

Resolution No. 23—(By Delegate Louis J. Willett, No. 38):

To amend Section 9 by striking out the word "majority" and insert the word "plurality."

Endorsed by Local No. 38.

Referred to Committee on Constitution.

Resolution No. 24—(By Delegate Rose Ganford, No. 94):

To amend Section 100:

"Suspended members may be reinstated by payment of ten dollars reinstatement fee, but shall not be eligible to sick or death benefits until they have been six months' continuously in good standing."

Referred to Committee on Constitution.

Resolution No. 25—(By Delegate George F. Eldridge, No. 118):

Election of General Officers—Page 7, Section 14 to read as follows:

"Balloting for officers of the General Union shall take place on the first meeting night in September, the polls to be opened at 4 o'clock P. M., and remain open until 9 o'clock P. M. The balloting shall take place at the regular meeting place of the local or at the office of its business agent.

Referred to Committee on Constitution.

Resolution No. 26—(By Delegate Walter Elphinstone, No. 298):

To amend Section 25:

The General Executive Board shall have discretionary power in making rules governing the use of the union stamp, but shall publish such rules regularly in the JOURNAL and shall not issue the union stamp to any manufacturer of prison-made boots and shoes; contracts shall only run from year to year, and the union stamp shall not be issued to any firm unless prices, conditions of employment and contracts are approved by the local union in a town or city where only one local union exists or by the joint council in a town or city where more than one local union exists.

Referred to Committee on Resolutions.

Resolution No. 27—(By Delegate George F. Eldridge, No. 118):

Resolved, That the following be inserted in the union stamp contract:

"The manufacturer agrees that there shall be no discrimination against any member of the union because of his or her activity in its affairs."

Referred to Committee on Resolutions.

Resolution No. 28—(By Delegate Walter Elphinstone, No. 298):

To amend Section 24:

The trade stamp or label shall be as follows: "This union stamp shall be impressed on the sole or insole of boots and shoes that are made wholly by members of this union."

Referred to Committee on Constitution.

Resolution No. 29—(By Delegate Joseph B. Doyle, No. 35):

Resolved, That each and every branch of the trade shall be represented on the General Executive Board.

Referred to Committee on Constitution.

Resolution No. 30—(By Delegate A. G. Erlando, No. 213):

WHEREAS, The financial report is now being printed in the JOURNAL; and

WHEREAS, Said JOURNAL is being read by employers as well as employees; and

WHEREAS, It must be considered injurious to our cause to have the employers know our weakness in certain localities; therefore, be it

Resolved, That a supplementary sheet be printed, giving an itemized account of all receipts and expenditures; also stating the monthly amount paid out to each local for sick and death benefits.

The same supplement to be sent to all locals in corresponding number to the membership.

Referred to Committee on Constitution.

Resolution No. 31—(By Delegate A. G. Erlando, No. 213):

WHEREAS, The employers all over the country are organizing into manufacturers' associations, thus combining their strength and capital to resist the just demands of organized labor; and

WHEREAS, Our strike fund, now limited to \$60,000, would be insufficient to effectively meet a great strike or lockout against the manufacturers' almost unlimited resources; therefore, be it

Resolved, There be no limit placed upon said strike fund but the same be allowed to grow as under the constitution, preceding the Detroit convention.

Referred to Committee on Constitution.

Resolution No. 32—(By Delegate A. G. Erlando, No. 213):

WHEREAS, According to Section 91, the price for general committee work shall be \$3 per day; and

WHEREAS, Shoe workers working at their trade, in some localities demand and receive \$3.50 per day; and

WHEREAS, Employers object to this price on the ground that the union itself pays only \$3 per day; therefore, be it

Resolved, That said Section 91 be amended to read \$3.50 per day.

Referred to Committee on Constitution.

Resolution No. 33—(By Delegate J. P. Meade, No. 38):

"Members of foreign shoe workers' organizations in good standing shall be admitted to the Boot and Shoe Workers' Union without payment of the regular initiation fee."

Above to be added to Section 52.

Referred to Committee on Constitution.

Resolution No. 34—(By Delegate James A. Farrell, No. 36):

Amend Sec. 44:

By inserting after the words, "eligible to membership" the words "excepting persons acting as foreman or sub-foreman with the power to hire and discharge employees."

Referred to Committee on Constitution.

Resolution No. 35—(By Delegate James A. Farrell, No. 36):

Amend Sec. 44, by adding:

"Any member securing a position, empowering him with the right to hire and discharge shall forfeit voice and vote in meetings of local unions, joint councils, and conventions of this union."

All other parts of this constitution shall be arranged to conform with the provisions hereby adopted.

Referred to Committee on Constitution.

Resolution No. 36—(By Delegate James A. Farrell, No. 36):

Amend Sec. 2:

By inserting after the words "shoe workers" the words "excepting those empowered with the right to hire and discharge employees," making the section read as follows:

Sec. 2. This organization shall be known as the Boot and Shoe Workers' Union. It shall be composed of male and female boot and shoe workers, excepting those empowered with the right to hire and discharge employees, organized in local unions, or as members-at-large, and shall not be dissolved while three local unions dissent.

Referred to Committee on Constitution.

Resolution No. 37—(By Delegate Alfred Darlington, No. 303):

Special Convention—Proposed amendment to Sec. 105:

Local unions may request special convention and, receiving endorsements of locals representing two-thirds membership of union, shall be granted same.

Referred to Committee on Constitution.

Resolution No. 38—(By Delegate D. M. Kane, No. 250):

Amendment to Sec. 4, by adding "statistician:"

The statistician shall collect and compile statistics on wages, system used, and conditions of employment in all places where possible, keep a history of all strikes or lockouts where shoe workers are involved; such records shall be held for immediate reference to be furnished to locals upon application; he shall perform such other duties as this constitution may prescribe. He shall be paid one thousand dollars (\$1,000) per annum and all legitimate expenses.

Referred to Committee on Constitution.

Resolution No. 39—(By Delegate Jeremiah J. Ryan, No. 133):

Arbitration.—Amendment to Sec. 76 by adding:

The General Secretary-Treasurer shall be authorized to pay from strike fund all expenses of arbitration cases wherever held, bills to be signed by President and Secretary of Joint Council, if one be in existence; if not, the local having the issue. All bills must have the seal of Joint Council or local as the case may be.

Referred to Committee on Resolutions.

Resolution No. 40—(By Delegate William Walton, No. 93):

Union Stamp.—Proposed amendment to Sec. 3 of union stamp contract by adding:

"And further agree the stamp shall not be used outside of said factory."

Referred to Committee on Resolutions.

Resolution No. 41—(By Delegate Fred Biers, No. 305):

To the Convention of Boot and Shoe Workers' Union, at Cincinnati:

At a regular meeting of Progressive Boot and Shoe Workers' Union, No. 13, the following resolution was adopted:

Resolved, That the convention of the Boot and Shoe Workers' Union be requested by No. 13, of Buffalo, N. Y., to so amend the con-

stitution as to exempt from membership all persons working for very low wages, irrespective of age.

The minimum at which females should be accepted into membership to be \$4.00 per week and for males \$6.00 per week.

Referred to Committee on Constitution.

The convention adjourned until 9 A. M. Wednesday.

THIRD DAY—MORNING SESSION.

President Tobin called convention to order at 9 o'clock.

Absent at roll-call: Brearley, Bubenheim, Burke (210), Hubbard, Lynch, McMorrow.

COMMUNICATIONS.

Secretary Baine read the following communications:

CINCINNATI, O., Jan. 11, 1904.

To the Officers of Boot and Shoe Workers' International Union:

BROTHERS AND SISTERS—We, the undersigned, beg leave to submit for your consideration the following in using hack or cab about our city:

Insist upon drivers showing union card or displaying button. Hoping our appeal receives the endorsement of your convention, and wishing you every success, we remain, Yours fraternally,

CINCINNATI HACK AND CABMEN'S UNION,
LOCAL 793.

P. M. HEFFERN, President.

Delegate Goodwin moved that the communication be received and the request be complied with.

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA.

INDIANAPOLIS, IND., Jan. 8, 1904.

To the Boot and Shoe Workers' International Union, in Convention Assembled, Cincinnati, Ohio:

BROTHERS—Ever since the inauguration of the union label, this organization has taken an active part in pushing its use on all occasions. In fact, instructions have been issued from time to time, from this office, to all our unions and district councils, to patronize solely union made goods. No organization has done more for the adoption and enforcement of the union label than the United Brotherhood of Carpenters and Joiners of America. In the year 1900, our unions in New York City adopted a label to be known as the union label of the United Brotherhood

of Carpenters and Joiners of America. At our biennial convention held in Atlanta, Ga., September 15-30, 1902, that label was unanimously accepted as the universal label of this organization. Copies of same are herewith attached. It is now registered in thirty-six States and is in process of registration in all the other States. We herewith request your convention, now in session in the City of Cincinnati, O., to endorse the said label and return one of the enclosed blank forms properly filled out, to this office at your earliest convenience.

Hoping your delegates may see their way clear to comply with this request, and with best wishes for the future welfare of your organization, I am, fraternally yours,

FRANK DUFFY,
General Secretary.

Referred to Committee on Labels.

President Tobin announced that Mr. Henry Fisher, president of the Tobacco Workers' International Union, desired to address the convention in behalf of his organization.

Delegate Goodwin moved that he be granted the privilege of the floor.

Adopted.

President Tobin introduced President Fisher who said in part:

Mr. President and Delegates:

I am here for the purpose of placing before you the grievances existing between our organization and the American and Continental Tobacco Trusts. This combination of capital seeks to rid the tobacco trade of our organization. They have succeeded in the West and South to some extent, and seek to do likewise in the East. This concern bought out the J. G. Butler (union) factory, and discharged every union worker. They refused to recognize our committees, claiming they would run their own business. There are three factories employing about 2,800 hands, ranging from 10 to 12 years of age, who work from ten to twelve hours daily. The East is not familiar with the conditions in the South, and we appeal to you to aid us. Since we adopted same

financial system as the Boot and Shoe Workers' Union, we have grown in every direction. We wish to extend our thanks to the shoe workers, and especially the shoe workers of Brockton. The Boot and Shoe Workers' Union members in Brockton helped us greatly, and to that help we largely attribute the increase in our wages in Richmond. We have shown some manufacturers that they cannot get along without the union label. The largest tobacco factory in the South—Rucker & Witten—employs 700 hands, 400 of whom are children. Two hundred of these children went daily to work at 6 o'clock, remaining at work until opening of school, returning to work again after school closed.

I sincerely hope the delegates on returning to their towns and cities, will have their locals instruct their secretaries to write to this concern. I have here two resolution, which I hope the convention will act upon at its convenience, and wish to thank you for extending to me the privilege of the floor.

To the Officers and Delegates of the Boot and Shoe Workers' Convention, Cincinnati, O.:

DEAR SIRS AND BROTHERS—

WHEREAS, The blue label of the Tobacco Workers' International Union represents tobacco made under fair union conditions, by union men; and,

WHEREAS, The Tobacco Workers' Label is the only proof of the same, as it distinguishes union from non-union tobacco; therefore, be it

Resolved, That the Boot and Shoe Workers, in convention assembled, in Cincinnati, O., indorse the blue label of the Tobacco Workers' International Union; and be it further

Resolved, That every member of each affiliated union be and is hereby requested to demand the blue label upon all tobacco and cigarettes he may purchase, thereby showing his loyalty to the cause of unionism in a substantial manner. Fraternally yours,

HENRY FISCHER,

President Tobacco Workers' Int. Union.

To the Officers and Delegates of the Boot and Shoe Workers' Convention, Cincinnati, O.:

DEAR SIRS AND BROTHERS—

WHEREAS, The Tobacco Workers' International Union for several years endeavored to organize the Rucker & Witten Tobacco Company, of Martinsville, Va., without effect; and,

WHEREAS, The Rucker & Witten Tobacco Company have refused every overture made to them looking to the recognition of the Tobacco Workers' International Union, and have resorted to unfair means to maintain their resistance of efforts made to organize their factory; therefore, be it

Resolved, That the Boot and Shoe Workers of America in convention assembled, give their indorsement to the boycott on the Rucker & Witten Tobacco Company; and be it further

Resolved. That this resolution be incor-

porated in the minutes of this convention, and that all the delegates are requested to use their every effort upon their return to their respective localities, to do all in their power to stop the sales and the use of the brands of tobacco made by the Rucker & Witten Tobacco Company. The brands made by them are as follows: Plug Chewing-Liberty Bell, Long Pole, and Electric Light. Fraternally yours,

HENRY FISCHER,

President Tobacco Workers' Int. Union.

Delegate Studly moved that these resolutions be concurred in at once.

Unanimously adopted.

The request that the privilege of the floor be extended to Mr. Fred Randall of the Western Federation of Miners, took the form of a motion by Delegate Dullea that he be given unlimited time.

Unanimously adopted.

The Chair then introduced Mr. Randall, who said in part:

I am sent to the East to visit as many labor organizations as I can, and to explain conditions as they are in Colorado. I take this occasion to address your convention in order to explain the conditions existing in Colorado to the shoe workers.

On the 12th and 13th of January, the eight-hour law was secured by a 45,000 majority in Colorado. We were satisfied that Governor Peabody's attitude toward the eight-hour law defined his intention of breaking organized labor in Colorado, and with him rests the responsibility for the conditions in Colorado at the present time. In three mills in our State, 650 union men were discharged, and replaced with non-union men. These union men were informed that their discharge was due to the fact that they were members of labor organizations. The employers are allowed to organize, but the workers are denied similar rights. The mill workers in Colorado City struck for the recognition of their union. The militia was ordered out when there was absolutely no necessity for such action. The militia was sent to Colorado City for the purpose of intimidating the strikers, and every attempt possible was made to induce the men to return to work. General Bell stated that there was nothing to arbitrate; that he was there as Adjutant General of the militia. We did everything in our power to avert a strike, and entered into it only after Mr. McNeil had promised to increase wages and grant the eight-hour day, which promise he flagrantly violated. Militia was ordered out in spite of the protests of 3,000 citizens of the city. They asked the court by what right our members were held prisoners. The court decided that prisoners were not guilty of any violation of

the law, but in defiance of this decision, General Bell still held them as prisoners. Last night for the first time, your members acquainted me with the fact that the Western Federation of Miners and the American Labor Union had, in convention assembled, absolved their membership from buying union stamp shoes. If this is true, and I do not doubt its truth, or you would not have made the statement, the action of those conventions was wrong, and I will go into our next convention and tell them so. We help ourselves by buying union label goods, even though we have no union label. The men fighting us are solidly organized, and endeavoring to grind union men down. We must raise our voice against the efforts of organized capital to disrupt our unions, otherwise we will be dragged down. I will gladly answer any question the delegates may wish to ask, and thank you sincerely for extending to me the privileges of the floor.

Delegate Casey asked Mr. Randall what action he wished the convention to take.

Mr. Randall stated that he was soliciting funds to aid the striking miners.

Casey: Would it not be a good idea to instruct the various unions in the country to protest against such proceedings?

Randall: I doubt very much that that would do any good. Seven hundred organized women of Cripple Creek petitioned the President to act in the matter, and he replied that he was powerless to interfere.

President Tobin thanked Mr. Randall, stating that he felt confident he voiced the feeling of the convention when he said that he thoroughly appreciated the explanation of the true conditions prevailing in Colorado.

Delegate Edmunds stated he had a resolution which he desired the convention to act upon without being referred to the committee.

Delegate Sieverman moved that the request be granted. Motion was lost.

Delegate Robinson, for Committee on Officers' Reports, submitted the following:

To the President, Officers and Delegates:

Your Committee on Officers' Reports herewith submit the following recommendations;

UNION STAMP.

We concur in the recommendations of the General President for the withdrawal of the rubber union stamp.

Recommendation concurred in.

KEEPING CONTRACTS.

We recommend reference of this section to the Committee on Organization.

Concurred in.

FACTORY SYSTEM.

We concur in the recommendation of the General President made in this section.

Concurred in.

RAPID GROWTH SHOULD BE AVOIDED.

We recommend that this section be referred to the Committee on Organization.

Concurred in.

ORGANIZERS.

We recommend that this section be referred to the Committee on Resolutions.

Concurred in.

LYNN, MASS.

That part of the report of the General President, recommending that the General Officers be authorized to have prepared a suitable certificate, acknowledging honorable service in defense of our organization and its contracts, we disapprove.

Delegate Robinson stated that the committee fully realized that the members who came to Lynn had suffered greatly, but believed that members who exhibited such loyalty to the organization would never become suspended. The recommendation of the president did not provide for recognition of the members who lived in Lynn, who had stayed in the factories and kept them running. Members who had come to Lynn at the time of trouble, should not receive any more credit than the members in Lynn who stuck to their post.

President Tobin stated that it was his intention to include the members who lived in Lynn, in his recommendation.

Delegate McMahon stated that the cutters who went to Lynn to sustain our contracts, did not desire any certificate. Some of the cutters had left Lynn and were now suspended and they only would profit by the certificates.

Delegate Mary Donovan said that she did not believe in giving the certificates to anybody. Had been one of those who had been through this fight but did not want any certificate or medal for doing her duty to the organization, and she believed she expressed

the sentiment of the Lynn girls, who had stood by the organization.

Delegate Whaley did not believe in the issuance of certificates. Had spoken to several of the cutters who went to Lynn from his city and they seem to prefer having the satisfaction of knowing they did right rather than be adorned with any medals.

Delegate Studley, a member of the committee, said that this certificate will allow persons to secure employment without payment of reinstatement fee, which would make it possible for persons to work in stamp factories without paying dues. This was the main reason why the committee had reported unfavorably on the recommendation, and he hoped that the committee's report would be adopted.

Delegate Edmunds favored the committee's report, and stated we hoped as an organization to form into one grand brotherhood and these certificates would simply be a remembrance of a time we want to forget.

Report of committee concurred in.

WAGES.

We approve the recommendation of the President, made in this section.

Concurred in.

CITY, CENTRAL AND STATE BODIES.

We approve the recommendation made in this section, and strongly urge upon this convention the necessity of taking such action as will induce the various locals to comply with the recommendations herein made.

Delegate Dullea opposed the report of the committee on the ground that some local unions could not comply with this recommendation for financial reasons, and they would therefore be compelled to disobey the instructions of this convention. It would be impossible for his local union to increase their expenses by joining the State Branch of the A. F. of L., much as they would like to do so.

Delegate Scannell suggested that this recommendation be referred back to the committee and a provision inserted, requesting the local unions to join the State Branches wherever possible.

Delegate Byrne opposed the recommendation of the committee and believed that all locals should join the central bodies and also the State Branches of the A. F. of L., where the

funds would permit, and moved to amend by striking out that part of the recommendation referring to State Branches.

Delegate Clark opposed the motion. Believed that we were organized to advance the welfare of the organization, and the State Branch of the A. F. of L. would best serve this purpose. In State Branches we come in touch with trades that it is impossible to meet in Central Labor Unions. Believed that locals should affiliate with any legitimate body that will benefit their interests.

Delegate Kane coincided with Brother Clark. The State Branch of the A. F. of L. in Illinois had done most effective work in the interest of the trades union.

Delegate Byrne stated that the amendment would not prevent the locals from joining State Branches. Every local union in Massachusetts, that had the necessary funds, was affiliated with the State Branch of the A. F. of L.

Delegate Turner favored the amendment as it does not deprive any locals from joining the State Branch, but will allow the unions who have not the necessary funds, to remain out.

Delegate Martindale of the committee stated that the recommendations of the committee only provided that the local unions be induced to affiliate with the State Branches of the A. F. of L., and all this discussion was entirely unnecessary.

Delegate Rongey opposed the amendment. Only two local unions out of nine in his city were affiliated with the State Branch of the A. F. of L. The other locals had plenty of funds, but would not seek affiliation, and because of this fact, stamp agitation suffered. The only way to reach the rural districts is by affiliating with the State Branch of the A. F. of L.

Delegate Lewis stated he could see nothing in the recommendation that would compel locals to affiliate with the State Branch, but believed they should be strongly urged to do so.

The amendment was defeated.

Recommendation of the committee concurred in.

LAW CASES.

We approve the recommendation made by the General President in this section.

Concurred in.

WHO OWNS THE UNION STAMP?

We re-indorse the constitution of the Boot and Shoe Workers' Union, Page 5, Section 5, which provides as follows: "The General President shall be the custodian and manager of the union stamp."

Concurred in.

SHOE JOBBERS—UNION STAMP.

In the recommendation of the General President, in the last paragraph of this last section, we suggest the following changes: Strike out the words "issue of" before the word "use" in the fourth line, and all parts of this paragraph after the word "stamp" in the fourth line, and add the following: "that this convention name a sum not exceeding \$100 to be paid to any person furnishing evidence sufficient to prove the fraudulent use of the union stamp, and that the General Executive Board be authorized to enter criminal proceedings in any and all cases brought to their attention."

Concurred in.

GENERAL POLICY.

We approve the recommendation contained in this section, and suggest the following amendment to Section 49 of the Constitution: "Any violation of Section 49 by members making individual agreements as to wages or conditions, shall be punishable by a fine not exceeding \$100."

Recommend that the foregoing be referred to the Committee on Constitution.

Concurred in.

CONCLUSION.

We approve of this section, and recommend that the convention reaffirm sections asked for by the General President.

Concurred in.

AUDITOR'S REPORT.

Your committee recommends the striking out of the depositories of the funds of the organization in all reports and proceedings of this convention. We otherwise approve the Auditor's report.

Concurred in.

Delegate Tateman, for the Committee on Constitution submitted the following:

Resolution No. 5—(By Delegate Emmett Healy, No. 170):

Amendment to Sec. 64, to read:

A sick benefit of five dollars per week shall

be paid to any member who has been six months continuously in good standing, and who is by reason of sickness or disability, unable to work; provided, that no benefit shall be paid for the first seven days of reported illness or disability. But at the end of two weeks member shall be entitled to draw two weeks' benefit, and five dollars each continued week of illness or disability, etc.

All other sections to be changed to conform with this amendment.

Committee reports unfavorably.

Concurred in.

Resolution No. 6—(By Delegate Daniel J. Reagan, No. 285):

To the Members of the Boot and Shoe Workers' Convention:

I respectfully request that the words in Sec. 37 of the Boot and Shoe Workers' Constitution be stricken out, "appoint shop collectors." And these words be added to Sec. 29, Boot and Shoe Workers' Constitution, *collection for each shop.*

Committee reports unfavorably.

Concurred in.

Resolution No. 33—(By Delegate J. P. Meade, No. 38):

"Members of foreign shoe workers' organizations in good standing shall be admitted to the Boot and Shoe Workers' Union without payment of the regular initiation fee."

Above to be added to Section 52.

Committee reports unfavorably.

Delegate Meade opposed the report of the committee. Stated that the American Federation of Labor received fraternal delegates from foreign countries at the sessions of their conventions. Believed that our organization should receive members holding paid-up dues cards in foreign organizations without initiation fee. Had many cases of this kind in Brockton, and believed that these men should be accepted into our organization without initiation fee, in which belief he has been sustained by our General President. He hoped that the committee's report would not prevail.

Delegate Tateman stated that the committee was thoroughly in sympathy with Delegate Meade's remarks. The resolution in its present form, would allow members of independent hostile unions in Canada, as well as other foreign countries, to become members of our organization without initiation fee, and for this reason, committee reported unfavorably.

Delegate Studley moved that the resolution be referred back to the introducer of the resolution.

Adopted.

Resolution No. 29—(By Delegate Joseph B. Doyle, No. 35):

Resolved, That each and every branch of the trade shall be represented on the General Executive Board.

Committee reports unfavorably.

Concurred in.

Resolution No. 18—(By Delegate John J. Holland, No. 192):

By adding to Section 105, so as to read:

Resolved, All delegates to convention must be members of the Boot and Shoe Workers' Union in good standing and must be members in continuous good standing of the local union which they are elected to represent for a period of at least six months previous to such election.

Committee reports favorably.

Concurred in.

Resolution No. 41—(By Delegate Fred Biers, No. 305):

To the Convention of Boot and Shoe Workers' Union, at Cincinnati:

At a regular meeting of Progressive Boot and Shoe Workers' Union, No. 13, the following resolution was adopted:

Resolved, That the convention of the Boot and Shoe Workers' Union be requested by No. 13, of Buffalo, N. Y., to so amend the constitution as to exempt from membership all persons working for very low wages, irrespective of age.

The minimum at which females should be accepted into membership to be \$4.00 per week and for males \$6.00 per week.

Committee reports unfavorably.

Concurred in.

Delegate Tateman stated that Resolution 37 had been withdrawn at the request of the delegate who introduced it.

Delegate Willett, Committee on Resolutions, submitted the following:

Resolution No. 12—(By Delegate May Donovan, No. 108):

WHEREAS, A Woman's Trade Union League has been formed, the object of which is to assist in the organization of women wage workers into trade unions; be it

Resolved, That this convention indorse this league and the delegates give it their moral support.

Committee reports favorably.

Concurred in.

Resolution No. 13—(By Delegate F. J. Clark, No. 192):

WHEREAS, The ladies of the country are the ones who do the most of our purchasing for households of the workingmen, and that power properly directed will result in great advantage to all labor unions; therefore, be it

Resolved, That every delegat upon his or her return to their local unions take immediate steps to organize Ladies' Label Leagues.

Committee reports favorably.

Concurred in.

Resolution No. 14—(By Delegate Louis J. Willett, No. 38):

WHEREAS, There is sometimes manifested a disposition upon the part of some local unions representing particular branches of the trade to deprive members of other local unions of the privilege of working on the branch represented by said local unions; therefore, be it

Resolved, That this convention give to members of the Boot and Shoe Workers' Union the right to change from one branch of the trade to another without interference of any kind from any local union, and he shall be deemed a competent workman in any branch of the trade if the employer is willing to accept his work, and pay the rate of wages prevailing in the factory where employment is accepted, providing said members have been in good standing for six months previously.

Endorsed by Local No. 38.

Committee reports that resolution was referred back to the framer of the resolution. The committee was unable to come to a logical understanding between the two factions. Careful evidence had been given to the committee. Conflicting statements had been made. Referred back to the framer to see if he could not be more explicit and to invite all persons interested to appear before the committee.

Delegate Farrell (118) said he appeared before the committee and made an honest statement of their side of the case, and objected to any criticisms of the truthfulness of his statements.

Delegate Bump objected to the reflections cast upon him as one of those who had appeared before the committee. Had made a truthful statement of their side of the case.

Delegate Kelley, No. 111, stated that the committee from Local No. 111 had appeared before the committee, and had answered all questions in a straightforward manner.

Delegate Willett stated that the committee did not intend to cast any reflections on the

statements made by the delegates who had appeared before them.

Delegate Farrell, No. 36, said he believed the proper committee to act on this resolution was the Committee on Constitution. The chairman of the Resolutions Committee was also framer of this resolution, and was therefore biased. Suggested that the resolution be referred to the Constitution Committee.

Delegate Warren, of the committee, stated that there seemed to be some misunderstanding; that conflicting statements had been made to the committee, and the resolution had been referred back to the framer with the request that he be more explicit.

Committee's report concurred in.

Resolution No. 19—(By Delegate P. J. Byrne, No. 59):

To instruct the General Executive Board to arrange our due system on a percentage of the earnings of our members to equal the amount received under the 25 cents per week system and submit the same to the members for their approval.

Committee reports unfavorably.

Concurred in.

Resolution No. 21—(By Delegate Edw. G. Vaughan, No. 363):

Resolved, That the regular form of application now in use and the pledge thereon be discarded and that a committee of five be appointed to draft a new form of obligation which is to be administered to the applicant on approval of his application, and also that a new form of application be adopted.

Committee reports unfavorably.

Delegate McConney favored report of the committee.

Delegate Warren favored the report of the committee. Would like to see some plan adopted that would make it compulsory for applicants to attend the meeting before their application is accepted. Believed further that some plan should be adopted that would compel members to attend meetings.

Secretary Baine stated his belief that that plan should be adopted which would compel applicants to appear before the local union before their application was accepted. Called attention to the fact that the application for membership had been carefully drawn so as not to involve the organization in law suits. Some form of obligation could be adopted but did not think it was necessary to change the application blank.

Delegate Spraggon stated she would favor any plan that would make it necessary for applicants to appear before the local unions. Under the present system, there were suspended members who had never been to a meeting of the local to which they belonged.

Delegate Studley moved to amend the report of the committee to provide for an appointment of a committee of five to draft an obligation, but that the application blank remain in its present form.

Delegate Scannell opposed the amendment and also committee's report. Did not believe an obligation necessary. Was not used by up-to-date organizations. There was a resolution presented this morning which, if adopted, would make it necessary for applicants to appear before their local unions before they would be accepted into membership.

Delegates Diedrich, Hughes and Randall favored committee's report.

Delegate Weitler did not favor obligation. Believed that it was a step backward and an old-fashioned method.

Committee's report as amended, adopted.

Delegate Willett stated that the following had been added to Resolution No. 1:

Resolved, That a hearing be granted to any person representing the St. Louis shoe makers. The committee now approves the resolution.

Concurred in.

President Tobin appointed the following delegates on the Press Committee. Holland, of No. 192; Murphy, of No. 289, and Tateman, of No. 68.

Resolution No. 42—(By Delegate Fred Biers, No. 305):

To Convention of Boot and Shoe Workers' at Cincinnati, Ohio:

At a regular meeting of the Boot and Shoe Workers' Union No. 305, the following resolutions were adopted:

WHEREAS, There are 50,000 shoe repairers in this country and Canada, with almost no organization, whose conditions are in a deplorable state, calling for immediate efforts to organize them in the Boot and Shoe Workers' Union, to the end that methods of work and prices may be improved in their craft; and,

WHEREAS, Repairers of shoes, occupying, as they do, confidential relations with their customers (relating to footwear), and are consequently, when organized, in a position to advocate and recommend the purchase of union stamped shoes in place of non-union

shoes, which would ultimately be of great assistance in strengthening the Boot and Shoe Makers' Union by an increase in the demand for union stamped shoes; and,

WHEREAS, Organization among repairers can be best promoted by providing a distinctive stamp to indicate that the work done by a repairer is a union job, something the present tag system utterly failed to do; therefore, be it

Resolved, That the General Executive Board be and is hereby instructed to devise a steel stamp, to have the same registered at the U. S. Registry Office, and to issue some to all union repairers or repair shops, who may sign and comply with a contract governing the use of the stamp, similar to the contract now governing the use of the union stamp; and be it further

Resolved, That this stamp shall be known and registered as the "Repairers' Union Stamp."

Part referring to organizing referred to Committee on Organization.

Part referring to stamp referred to Committee on Labels.

Resolution No. 43—(By Delegate Wm. H. McCarthy, No. 205):

Resolved, That no person whose application for membership has been favorably acted upon, shall be permitted to have a dues book until the applicant appears in the meeting of the union and is fully instructed by the President as regards the purchase and use of union made goods only, and the Committee on Constitution is hereby instructed to report to this convention an amendment to the constitution covering the intent of this resolution.

Referred to Committee on Constitution.

Resolution No. 44—(By Delegates T. W. O'Donnell and P. A. Loftus, No. 31.):

Amendment to Sec. 96 of the constitution:

All moneys paid in advance by members transferred from one local to another, shall be forwarded to the local to which the member is transferred.

Referred to Committee on Constitution.

Resolution No. 45—(By Delegates Norman D. Gillespie and Edward L. Morrill, No. 31):

WHEREAS, All Independent Shoe Workers' Unions are a detriment to the best interests of our union; and,

WHEREAS, Members of independent shoe workers' unions are holding office in the Boot and Shoe Workers' Union; be it

Resolved, That in our opinion, members of independent shoe workers' unions cannot be considered loyal members of the Boot and Shoe Workers' Union; and be it further

Resolved, That the Committee on Constitution be instructed to prepare an amendment to the constitution that will make all members of independent shoe workers' unions ineligible to hold any office or serve as delegate to any convention of the Boot and Shoe Workers' Union.

Referred to Committee on Constitution.

Resolution No. 46—(By Delegate W. H. Farks, No. 35):

Resolved, That a committee be appointed to devise ways and means to boom the sale of ladies' and misses' stamp shoes along lines similar to the methods adopted by the Larkin Soap Company, Cigar Tobacco Trust, etc.

Referred to Committee on Labels.

Resolution No. 47—(By Delegate Alfred Stahr, No. 99):

WHEREAS, Many of our members refuse to keep within the three weeks' limit in union stamp factories where the Boot and Shoe Workers' Union have control; and,

WHEREAS, There is no clause in the general constitution compelling them to be within the three weeks' limit of good standing; therefore, be it

Resolved, That the following clause be inserted in the General Constitution: "All members working in factories where the Boot and Shoe Workers' Union have control, shall not be allowed to be more than three weeks in arrears for dues, after having been employed by said firm for a period of three weeks. It shall be the duty of the shop committee to enforce this rule."

Referred to Committee on Constitution.

Resolution No. 48—(By Frank A. Sieverman, No. 15):

WHEREAS, The Clothiers' Exchange of Rochester, New York, an organization of capitalists, which for many years has earned the well-deserved reputation of being the most unscrupulous employers of labor in the clothing industry in this country, have denied to Local No. 336 of the United Garment Workers of America the eight-hour day, a condition enjoyed by clothing cutters everywhere, except Rochester; and,

WHEREAS, This clothiers' exchange, through the legal representatives of the D. M. Parry anti-labor union organization, Messrs. Wile and Oviatt are systematically persecuting the striking clothing cutters of Rochester; and,

WHEREAS, The Clothiers' Exchange of Rochester, New York, by its past and present course, clearly indicates that they are uncompromising enemies of the organized labor movement; therefore, be it

Resolved, That this convention pledges its undivided support to the striking clothing cutters, and call upon our 40,000 members,

wherever located, to refuse to purchase any Rochester made clothing, and to furthermore refuse to trade at any store where Rochester made clothing is sold.

Resolution No. 49—(By Delegate Gad Martindale, No. 15):

The next convention of the A. F. of L. is to be held in San Francisco, California, and will, if this union send its usual quota of delegates, involve us in an extraordinary expense. With a view, therefore, of giving our union representation at the least possible cost to our treasury, it is hereby

Resolved, That the General President be and he hereby is chosen as the only representative of this union to the next convention of the A. F. of L..

Resolution No. 50—(By Delegate G. F. Eldridge, No. 118):

Local 118 of Brockton hereby presents a grievance for the consideration of this convention, said grievance being that persons are employed in union factories within the jurisdiction of said local who are not members of said local, in violation of Secs. 46 and 47 of the constitution.

G. F. ELDRIDGE,
THOMAS HALEY.
Local 18.

Referred to Committee on Appeals and Grievances.

Resolution No. 51—(By Delegate W. H. Edmunds, No. 26):

WHEREAS, The members of the General Executive Board are obliged to be present at all conventions to act on matters that come before said General Executive Board, the following constitutional amendment is presented:

Resolved, That members of said General Executive Board are by virtue of their office delegates-at-large to all regular and special conventions.

WALTER EDMUNDS,
Delegate No. 26.

Referred to Committee on Constitution.

Resolution No. 52—(By Delegate Alfred Darlington, No. 303):

Special Conventions.—Amendment to Sec. 105 to read: "Special conventions may be called at any time on official vote and request of a majority of all local unions voting."

Referred to Committee on Constitution.

Resolution No. 53—(By Delegate J. P. Meade, No. 38):

Resolved, That Committee on Constitution be and the same is hereby requested to propose to this convention a constitutional amendment that will abolish contract labor in union stamp factories.

Referred to Committee on Constitution.

Convention then adjourned.

AFTERNOON SESSION.

President Tobin called convention to order at 2 o'clock.

Absentees: Bubenheim, Casey, House, Kelley (111), Morrill, Sullivan.

Delegate Willett, Committee on Resolutions, continued his report.

Resolution No. 27—(By Delegate George F. Eldridge, No. 118):

Resolved, That the following be inserted in the union stamp contract:

"The manufacturer agrees that there shall be no discrimination against any member of the union because of his or her activity in its affairs."

Committee reports favorably.

Concurred in.

Resolution No. 39—(By Delegate Jeremiah J. Ryan, No. 133):

Arbitration.—Amendment to Sec. 76 by adding:

The General Secretary-Treasurer shall be authorized to pay from strike fund all ex-

penses of arbitration cases wherever held, bills to be signed by President and Secretary of Joint Council, if one be in existence; if not, the local having the issue. All bills must have the seal of Joint Council or local as the case may be.

Referred to Committee on Constitution.
Concurred in.

Resolution No. 40—(By Delegate William Walton, No. 93):

Union Stamp.—Proposed amendment to Sec. 3 of union stamp contract by adding:

"And further agree the stamp shall not be used outside of said factory."

Committee reports favorably.

Concurred in.

Motion offered by Delegate Russell that the secretary of this convention be authorized to extend an invitation to a committee of two, representing our ex-members of St. Louis, to attend this convention, at the expense of convention, and render their side of the case as soon as possible.

Delegate Sieverman spoke in opposition to paying the expenses of these representatives, and hoped the organization would not go on record as favoring such a proposition. Desired every opportunity should be given them to present a full statement, which would enable the convention to become thoroughly acquainted with the St. Louis situation. There is no delegate here more familiar with the St. Louis situation than myself. They were anxious not to escape from injustices imposed by union stamp manufacturers, and proceeded on a course that would drive every union stamp out of the factories of St. Louis. This convention was called at this unusual time, because of the St. Louis recalcitrants and every opportunity had been given them to present their grievances before this convention. The St. Louis rebels repeatedly stated that they wanted to be heard at this convention, but are conspicuous by their absence. The General Board visited St. Louis, and sought by every means in their power to have these men meet them, but all overtures from the General Executive Board were treated with contempt, and the right of the board to meet in St. Louis denied. Why are they not here? They are wedded to the American Labor Union. It is beneath the dignity of this convention to beg them to visit it. If they knock at our door I will be one of the first to grant them unlimited privileges of the floor, but I protest against paying their expenses. The same conditions prevail in St. Louis that prevail in Lynn and Haverhill, and these men are pursuing the same course as Armstrong and the K. of L. Do not let us say, "you may employ disreputable methods against our organization, and if not successful, we will extend to you all the courtesies extended to loyal members." I do not believe in equipping them with any more ammunition.

Delegate Saunders spoke in favor, saying that he had been connected with the same kind of a mix-up that now exists in St. Louis. He believed the proper way was to bring representatives of our ex-members to the convention.

Delegate Russell said that he did not understand that the dignity of the convention would be lowered by inviting these representatives to attend, but was building the Boot and Shoe Workers' Union up. There are six hundred shoe workers in St. Louis influenced by these leaders. I think that this convention would

be showing the proper spirit by inviting these representatives to come.

Delegate Farrell, No. 36, said, we come here for justice. Our dignity will not suffer if we invite these people from St. Louis to visit us and present their side of the case. We should not allow our judgment to be biased by oratory. In Brockton we have listened to the report of a committee which gives the facts in the St. Louis situation. I believe action of the General Officers was fair, and they could not act otherwise in the up-building interests of the organization, and that by extending this invitation, the organization will be benefited to the extent of wiping out the belief entertained by some members that the stand of the St. Louis ex-members is more or less justified.

Delegate McMorrow moved an amendment to the motion, that, provided representatives of the insubordinate element of St. Louis desired to be heard at this convention, their request granted, providing they make that request.

Delegate Saunders said that there was nothing to prove that St. Louis ex-members belonged to the A. L. U.

Delegate Casey believed that a spirit of fairness and brotherly love should actuate this convention, and that if anything disadvantageous to us exists, it should be wiped out.

Delegate Sadie Spraggon was opposed to the convention paying the expenses of St. Louis representatives. They made the statement that they would come to this convention if it cost them \$1,000. I want them to come here but not at our expense. I have met them before where I could not defend myself against their unscrupulous practices. Here on the floor of this convention I can meet them and defend myself.

Delegate Kelley (35) thought it would be money well spent to pay their expenses here.

Delegate Steding stated it to be the desire of the Cincinnati members that these representatives be given a hearing.

Delegate Regan, No. 192, said he would vote against paying their expenses as they have already cost us enough money.

Delegate Goodwin stated that he came to St. Louis at about the time the controversy arose, and could therefore speak impartially. He expressed the wish that the St. Louis representatives be given a hearing, and that the St. Louis delegates refrain from discussing the question at this time, and further stated that

the St. Louis delegates were a unit in favor of giving them a hearing.

Delegate Turner stated that Local 222 did everything in its power to keep them in line with the organization, but their efforts were fruitless. The money necessary to bring them here would be well spent, but he thought they could not be dragged into the convention.

Delegate Rongey stated that the delegates from St. Louis, so far as he knew, were a unit in favor of bringing representatives of those outside of the union in St. Louis, to the convention, and stated that their own evidence would convict them in the minds of all fair delegates, and, further, that they have been chartered by the American Labor Union.

Delegate Egan, No. 74: I believe in giving the representatives of the St. Louis ex-members every chance to present their case. If, as stated by some members, the American Labor Union is trying to break our ranks, I believe it is a good way to teach them the lesson that they cannot successfully do it. I get my knowledge of the St. Louis situation from the report of the committee from Brockton, who gives letters which passed between the General Office, General Executive Board and the St. Louis Joint Council. There are men today working for the union who should be chastised. They are not as tactful in dealing with impulsive members as they should be. I have suffered from the untactful methods of one of our organizers. I believe some of the St. Louis ex-members may have been goaded on by the same untactful methods. If we are going to use the rod, we should use it where it belongs. Let us get together and not throw insults at each other. It will be money well spent for this convention to determine who are right and who are wrong, and not accept the statements of two or three members, who have been connected with these disturbances.

Delegate Howes: I have listened with interest to this discussion, but have failed to hear a single objection to admitting these representatives. The objection seems to be against paying their expenses, and in view of this fact, I think it would be advisable to divide the question and act on each division.

Delegate Dullea believed the shoe workers in St. Louis occupied the same position as those in Lynn, Haverhill and Montreal, and favored motion offered by the delegate from Brockton as well as the provision of the General President.

Delegate Sieverman stated that men who were in the right never feared discussion. He had never allowed a boss to dictate what his politics would be and was not going to allow his present boss to do so. He would not give to personalities the dignity of discussion.

Delegate Kelley, No. 111, believed that if the St. Louis representatives had any charges, they would come and present them.

Delegate Murphy said it seemed to be the consensus of opinion that the St. Louis ex-brothers should be here. It has also been said on the floor of this convention that this organization does not possess any dignity and I am commencing to believe it. To my mind, if we are going to invite men to visit us who have been fighting us right and left, like those in my home city of Lynn, who accepted money from manufacturers, we are in fair way to lose several stamp factories. The manufacturers have the fear that this convention will not declare themselves radically to enforce discipline as laid down by the policy of the General Officers. I have talked with some of the manufacturers of Lynn, and they seem to think the great weakness of our organization is inability to discipline the members. Did not believe in furnishing the St. Louis people money to go on a junketing expedition. The shoe manufacturers throughout the country are watching this convention to determine to their satisfaction, whether we can control our members. Lawrence, while supposedly visiting the A. F. of L. convention, was in conference with Armstrong of the K. of L. Cutters. Armstrong later visited St. Louis at the expense of the shoe manufacturers of Lynn. "Boring from within and hammering from without" is their slogan.

Delegate Shipman stated that in his local they did not believe in throwing each other down, but rather in helping one another. If this spirit was generally practised throughout the organization we would not have cause to fear associations of manufacturers.

Delegate Stahr moved an amendment to the amendment to strike out all question of expense.

Amendment to amendment adopted.

Motion as amended adopted.

Delegate Holland, of Press Committee, reported as follows:

The Press Committee begs leave to submit the following report:

We recommend that upon presentation of

the proper credentials, representatives of the press shall be given a card admitting them to the convention. The convention to act upon, each credential separately, and that all reports of business of the convention shall be submitted to the Press Committee for their approval and revision.

It has come to the notice of the Press Committee that there are regularly credentialed delegates to the convention, who are acting as reporters for newspapers in their several localities. We desire to recommend to the convention that these delegates acting as reporters be accorded only the same privileges as other representatives of the press. Respectfully submitted,

JOHN J. HOLLAND.
JOHN P. MURPHY.
WM. TATEMAN.

Delegate Tateman stated it came to his attention that two members from St. Louis were here with credentials bearing the seal of the dissolved St. Louis Joint Council soliciting aid for the striking shoe workers of that city. He thought they should be invited to the convention.

Delegate Kelley (35) stated he believed the people wanted to hear Mr. Lawrence and Pinta.

Delegate Kelley (35) made a motion that a committee be appointed to conduct Mr. Pinta and Mr. Lawrence to the convention, if they were in the city.

Delegate Studley offered an amendment to the motion that a committee of three be appointed.

Adopted.

Russell, Kelley (35) and Doyle appointed as committee.

Resolution No. 54—(By Delegate John J. Scannell, No. 30):

Resolved, That we, the delegates representing the different locals of the Boot and Shoe Workers' Union, do instruct the General Executive Board to discontinue the issuance of the Boot and Shoe Workers' Union stamp to manufacturers, in the interest of jobbers, under the protection of independent numbers.

Referred to Committee on Labels.

Resolution No. 55—(By Delegate H. D. Ham, No. 1):

WHEREAS, The phenomenal growth of the Boot and Shoe Workers' Union since the last convention has resulted in a vast increase in the volume of business of the General Executive Board; therefore, be it

Resolved, That two (2) members be added to General Executive Board, and as it is of vital importance that all centers be represented so far as possible; be it further

Resolved, That not more than one member be eligible from any city or town.

Resolved, That where the word "three" appears in Sec. 8, be changed to read "four" and the word "eight" be changed to "ten."

Referred to Committee on Constitution.

Resolution No. 56—(By Delegate Emmett Healy, No. 170):

Amendment to constitution:

No one shall be eligible to any appointive or elective office in the National Union, unless such person has been an active member and shoe worker for six months immediately prior to such appointment or election; this, however, not to apply to such office helpers as stenographers, clerks, etc.

All other sections to be amended to conform with this amendment.

Referred to Committee on Constitution.

Resolution No. 57—(By Delegate F. A. Sieverman, No. 15):

Amend rules by adding the following to Rule 18:

On Friday, January 15, at the afternoon session two hours shall be devoted to discussing economics.

Referred to Committee on Rules.

Resolution No. 58—(By Delegate Henry J. Regan, No. 192):

To the Convention of the Boot and Shoe Workers' Union:

At a regular meeting of Lasters' Local 192, held on January 8, 1904, it was voted to endorse the following resolution:

Resolved, That ways and means be adopted at the convention to immediately establish harmonious relations between the warring factions in Lynn and St. Louis.

Referred to Committee on Resolutions.

Resolution No. 59—(By Delegate Henry J. Regan, No. 192):

To amend Section 25 of the Constitution in relation to the re-issue of the union stamp. That the following words be added to, and become a part of, Section 25, "and at the expiration of any contract for the use of the union stamp, after the regular ninety days' notice by the firm, or by the local union, or local joint council, that they wish a change in the contract, the General Executive Board shall not re-issue the union stamp to any firm until the new contract is approved by

the local union, in a town or city where one local union exists, or by the joint council in a town or city where more than one local union exists."

Unanimously endorsed by Local No. 192.

Referred to Committee on Constitution.

Resolution No. 60—(By Delegate Henry J. Regan, No. 192):

Resolved, That the following be incorporated

and be a part of all contracts issued, and in the re-issue of the stamp.

That when a decision on a price-list is rendered by any board of arbitration, the decision shall be in force from the time of presentation of such price-list.

Endorsed by Local No. 192.

Referred to Committee on Resolutions.

Convention adjourned to assemble at 9 o'clock A. M., Thursday.

FOURTH DAY—MORNING SESSION.

President Tobin called convention to order at 9 o'clock.

Absentees: Bubenheim, Burke, Goodwin, Ingalls, Lyseth, Sieverman.

Secretary Baine read the following communication:

FAIRHAVEN, MASS., Dec. 24, 1903.

Mr. Charles L. Baine, Cincinnati, O.:

DEAR SIR AND BROTHER—I earnestly request you to present to the convention to be held in Cincinnati, the situation of the tackmakers, who have been in the employ of the "Atlas Tack Company," of this town.

September 1, 1903, the doors were locked upon every tackmaker in the employ of said company, and still remain locked, after a struggle of almost four months. We declined to accept a reduction of wages amounting to about 34 per cent. The reasons were: First, we found that we were already working at about 5 per cent lower than the average wage in New England; second, If we should accept this cut, every manufacturer of tacks in the United States would be compelled to make a corresponding cut, and nothing would be gained. On the other hand, we would be directly responsible for a lower wage to be given to our brother tackmakers in other localities. The Atlas Tack Company have, through their manager, George W. Weymouth, put themselves on record as a foe to organized labor; have done all in their power to destroy our organization, and had it not been for the American Federation of Labor, would have succeeded in so doing.

Mr. Gompers tried to settle the matter through a representative of the American Federation of Labor, Stuart Reid, formerly of Chicago.

Our manager would not see him at all. We were placed upon the strike benefit and received a six-weeks' pay-roll. After it expired six weeks elapsed, when we were once more granted a six-weeks' benefit.

The American Federation of Labor then placed the Atlas Company upon the "We Don't Patronize" list and will publish same in the *American Federationist* in the January number.

We ask you to help us, in not patronizing an unfair company. This company makes all

kinds of goods used in shoe factories. Their eyelet trade is considerable, and a rigid refusal to purchase them and other products will soon bring them into line.

I have written to England, and trust that the brothers on the other side of the water will do their duty to us, and I believe they will.

We shall issue circulars soon to all organized unions affiliated with the American Federation of Labor.

In the meantime if your organization has the power to render us financial aid, we will be very grateful. Fraternally,

A. E. LINCOLN,

Secretary Tackmakers' International Union.

Communication referred to Committee on Labels and Boycotts.

Delegate Tateman read credentials of representative of the Associated Press, and moved that S. J. Flickenger, Associated Press representative be admitted to the convention.

Adopted.

It was also voted to admit representative of the Cincinnati *Times Star*.

The following communication from the International Union of Flour and Cereal Mills Employees was next read.

MINNEAPOLIS, MINN., Jan. 7, 1904.

To the Boot and Shoe Workers' International Union, in Convention Assembled, at Cincinnati, O., January 11, 1904—Fraternal Greetings:

The Washburn-Crosby Flour Milling Co., of Minneapolis, Minn., is making war upon the Flour and Cereal Mill Employers' International Union, one of our affiliated organizations, for a reasonable request for a shorter work-day to be extended to all departments. The company deliberately provoked a strike, and refused mediation and conciliation, and repudiated the proposition to submit the matter in dispute to arbitration. These facts were shown after a thorough investigation, and leads to the conclusion that it is the purpose of the Washburn-Crosby Flour Milling Company to stamp unionism out of its mills.

The International Union of Flour and

Cereal Mills Employees has placed the Washburn-Crosby Flour and Cereal Milling Company upon the unfair list. This action has been endorsed by the American Federation of Labor.

We take this opportunity of appealing to your honorable body to assist us in every way to win this struggle for justice and endorse the enclosed resolutions.

Trusting that you will approve of our action in this matter, and wishing you unbounded success, we beg to remain, fraternally yours,

W. E. TUDOR,
International President.
A. E. KELLINGTON,
International Secretary.

Delegate Kelley, No. 35, here stated that he was one of the committee appointed to communicate with Messrs. Lawrence and Pinta, relative to visiting the convention. He read a communication from these parties stating in effect, that they would visit the convention if expenses were defrayed. He further stated he had been in conversation with several delegates in the hotel, and that they all signified their wish to have Messrs. Lawrence and Pinta at convention, and if their expenses were not defrayed by the convention, the members would be willing to contribute their proportionate share of the expenses.

Moved by Delegate Studley that motion not to pay expenses of St. Louis representatives be reconsidered.

Adopted.

Delegate Doyle stated he was one of that committee, and expressed the wish that the expenses of the St. Louis representatives would be paid by the convention.

Delegate Shipman said he hoped the convention would pay their expenses, and if it did not, their expenses would be paid anyway.

Delegate Regan, No. 192, offered an amendment to motion, to pay expenses, to read, that legitimate expenses, such as car fare and hotel, be paid.

Adopted.

Motion as amended adopted.

Delegate Kelley, No. 35: I wish to inform the delegates who are not stopping at the Palace Hotel, that the union label now appears on the bill of fare of that hotel.

Delegate Regan, No. 192, stated for the information of those brothers who had been unable to buy union label goods, that goods of almost every description in the drygoods

line, bearing the union label, could be purchased at the "Big Store."

Secretary Baine read the following telegram:

C. L. Baine, Boot and Shoe Workers' Convention Hall, Odd Fellows' Building, Cincinnati, O.:

Pinta and I arrive Cincinnati, Big Four, 11:45.

Signed, A. J. LAWRENCE.

Delegate Robinson of the Committee on Officers' Reports, submits the following recommendations on report of General Secretary-Treasurer:

K. OF L. DIFFICULTY.

The committee recommend that this section be referred to the Grievance Committee.

Concurred in.

TRADE AGREEMENT.

We concur in this report after striking out the word "not" after the word "shoes" in the 31st line of the second column.

Concurred in.

CONCILIATION AND ARBITRATION.

We endorse this section.

Concurred in.

JOURNAL.

After careful consideration of this section, your committee would recommend the following amendment to the Constitution and Laws:

The General Secretary-Treasurer shall be relieved from his duties as editor and manager of the JOURNAL, and that the General Executive Board hire a competent editor and manager to work under their jurisdiction; that the policy of the JOURNAL be changed so as to give more news of the affairs of the organization, and that arrangements be made with the various locals to send in items of interest regularly. We recommend that the foregoing be referred to the Committee on Constitution and Law.

Concurred in.

NATIONAL HEADQUARTERS.

Your committee endorse this section.

Concurred in.

CAUTION.

Your committee endorse this section.

Concurred in.

RECOMMENDATIONS.

1. Your committee concur in this recommendation if the present referendum prevails.

Your committee concur in recommendations 2, 3, 4, 7, and recommend that these four recommendations be referred to the Committee on Constitution and Laws.

Concurred in.

8. Your committee concur in the first three paragraphs of this section, and recommend foregoing be referred to Committee on Constitution.

Concurred in.

8. Last three paragraphs—inasmuch as the General Secretary-Treasurer has not specifically recommended to this convention the establishment of a printing plant, we recommend that this matter be placed in the hands of the General Executive Board with authority to establish and operate the same at such time as they deem advisable.

Concurred in.

CONCLUSION.

Your committee concur in this section.

Concurred in.

Delegate Regan, No. 192, called Secretary's attention to the fact that the proceedings of the previous day stated that the Committee on Constitution had reported unfavorably on Resolution No. 18. He understood that the committee reported favorably on this resolution and that the report had been concurred in.

Secretary Baine stated that this was a typographical error, which would be corrected, before proceedings are reprinted in full.

Delegate Tateman, of Committee on Constitution, submitted the following:

Resolution No. 34—(By Delegate James A. Farrell, No. 36):

Amend Sec. 44:

By inserting after the words, "eligible to membership" the words "excepting persons acting as foreman or sub-foreman with the power to hire and discharge employees."

Resolution No. 35—(By Delegate James A. Farrell, No. 36):

Amend Sec. 44, by adding:

"Any member securing a position, empowering him with the right to hire and discharge shall forfeit voice and vote in meetings of local unions, joint councils, and conventions of this union."

All other parts of this constitution shall be arranged to conform with the provisions hereby adopted.

Resolution No. 36—(By Delegate James A. Farrell, No. 36):

Amend Sec. 2:

By inserting after the words "shoe workers"

the words "excepting those empowered with the right to hire and discharge employees," making the section read as follows:

Sec. 2. This organization shall be known as the Boot and Shoe Workers' Union. It shall be composed of male and female boot and shoe workers, excepting those empowered with the right to hire and discharge employees, organized in local unions, or as members-at-large, and shall not be dissolved while three local unions dissent.

Delegate Tateman stated that inasmuch as these three resolutions bore upon the same question, the committee decided to group them and reported unfavorably on all three, because conditions varied in different localities, and believed it should be left to the discretion of local union, or Joint Shoe Council where more than one local exists.

Concurred in.

Resolution No. 16—(By Delegate Richard Fauth, No. 265):

Resolved, That a bureau of information be established at headquarters for the purpose of furnishing information regarding prices paid in the various shops.

Committee reports favorably.

Concurred in.

Resolution No. 43—(By Delegate Wm. H. McCarthy, No. 205):

Resolved, That no person whose application for membership has been favorably acted upon, shall be permitted to have a dues book until the applicant appears in the meeting of the union and is fully instructed by the President as regards the purchase and use of union made goods only, and the Committee on Constitution is hereby instructed to report to this convention an amendment to the constitution covering the interest of this resolution.

Committee recommends that this resolution be referred to a special committee of five appointed to draw up obligations.

Concurred in.

Resolution No. 30—(By Delegate A. G. Erlando, No. 213):

WHEREAS, The financial report is now being printed in the JOURNAL; and

WHEREAS, Said JOURNAL is being read by employers as well as employees; and

WHEREAS, It must be considered injurious to our cause to have the employers know our weakness in certain localities; therefore, be it

Resolved, That a supplementary sheet be printed, giving an itemized account of all receipts and expenditures; also stating the monthly amount paid out to each local for sick and death benefits.

The same supplement to be sent to all

locals in corresponding number to the membership.

Committee recommends the striking out of the words "in corresponding number to the membership" and inserting "The financial report be no longer printed in the JOURNAL."

Committee reports favorably on the resolution as amended.

Concurred in.

Resolution No. 31—(By Delegate A. G. Erlando, No. 213):

WHEREAS, The employers all over the country are organizing into manufacturers' associations, thus combining their strength and capital to resist the just demands of organized labor; and

WHEREAS, Our strike fund, now limited to \$60,000, would be insufficient to effectively meet a greater strike or lockout against the manufacturers' almost unlimited resources; therefore, be it

Resolved, There be no limit placed upon said strike fund but the same be allowed to grow as under the constitution, preceding the Detroit convention.

Committee reports unfavorably.

Delegate Saunders opposed report of the committee, stating that in Brockton there are about 12,000 shoe workers, members of this organization. If these members were locked out tomorrow, our present strike fund would prove inadequate to meet this lockout if it was prolonged indefinitely.

Delegate Regan (192) opposed the report of committee, and expressed the belief that we must have a fund sufficient to stave off trouble, and to meet any trouble that may arise, and hoped the report would not be concurred in.

Report of committee not concurred in.

Delegate Erlando moved to adopt the resolution as originally presented.

Secretary Baine wished to call the attention of the delegates to the fact that both the Secretary's and Auditor's reports showed that there was at the present time, a deficit in the General Expense Fund, and until that deficit was wiped out, it would not be possible to carry out the provisions of the resolution before the convention, and pay the general expenses of the organization, and if the resolution was to be adopted, it should not go into effect until the deficit was cleared up. At this time it was impracticable to carry out provisions of that resolution.

Delegate Studley moved to amend to return to the original system October 1st.

President Tobin suggested that the words "October 1st," be omitted from the amendment, and that we return to the original system when the deficit had been cleared up.

Delegate Studley accepted the suggestion.

Delegate Clark moved to re-commit the resolution to the committee.

Delegate Healey opposed re-committing to the committee. Believed that the delegates understood the matter thoroughly and could act on the resolution at once.

Motion to re-commit lost.

Delegate Erlando believed that the time limit should be set at October 1st. The deficit should be wiped out at that time.

Secretary Baine stated that there were some of the delegates present at this convention who were also present at the Detroit convention who would, no doubt, remember there was a deficit in the General Expense fund at that time, which deficit had been cleared up at the time the difficulty arose in Lynn. It was just possible that we might have some serious strikes between now and next October, which would prevent the clearing up of the deficit. If the strike fund was to be increased, the deficit must be cleared up first.

Delegate Saunders moved an amendment to the amendment that it be October 1st. He followed this amendment with statements conveying his belief that there were eight organizers on the road, and added that judging from the amount of special organizing expenses, there must be one thousand.

President Tobin offered in explanation of the preceding delegate's remarks, that it was evident some of the brothers were not familiar with the nature of the special organizing expenses, and requested Secretary Baine to further explain the object for which this expenses had been used.

Secretary Baine stated that the expenses, incurred because of the difficulty in Lynn, Haverhill and elsewhere, were entered in the special organizing account. The special organizing expenses did not embrace the expenses of organizers, but all the expense incurred by aforementioned difficulties. As a matter of fact, whenever the General Office had occasion to employ services of members, which, during these difficulties, has been more or less frequent, the recompense there-

for had been entered in the special organizing account.

Delegate Turner asked Brother Saunders if he thought setting any particular date would wipe out the deficit.

Brother Saunders stated it to be his opinion that unless some date was set the deficit would never be cleared.

Delegate Scannell held that it would be impossible to clear the deficit by the mere setting aside of any particular date and stated it would be automatically wiped out.

Delegate Byrne contended that setting a specific date for clearing the deficit might prove dangerous in view of the fact that serious difficulties might arise between now and October. This might compel the General Executive Board to say to those who desired the sanction of said board to inaugurate a strike, "wait until this deficit is cleared."

Delegate Kelley, No. 35, thought that October 1st, would be too soon, but believed some date should be specified.

Delegate Clark opposed a specific date, and believed that it would be detrimental to the organization. He stated that he had sufficient confidence in the General Officers pursuing the best course.

Delegate Dullea held that a specific date could not be set, as it could not be determined when this deficit would be cleared.

Delegate Lewis favored a specific date and thought the matter should not be allowed to continue.

Amendment to amendment lost.

The motion as amended carried.

Resolution No. 52—(By Delegate Alfred Darlington, No. 303):

Special Conventions.—Amendment to Sec. 105 to read: "Special conventions may be called at any time on official vote and request of a majority of all local unions voting."

Committee stated that the framer of this resolution had withdrawn the word "voting" at the end of the resolution.

Committee reported favorably.

Concurred in.

Resolution No. 56—(By Delegate Emmett Healy, No. 170):

Amendment to constitution:

No one shall be eligible to any appointive

or elective office in the National Union, unless such person has been an active member and shoe worker for six months immediately prior to such appointment or election; this, however, not to apply to such office helpers as stenographers, clerks, etc.

All other sections to be amended to conform with this amendment.

Committee reports favorably.

Adopted.

Resolution No. 44—(By Delegates T. W. O'Donnell and P. A. Loftus, No. 371):

Amendment to Sec. 96 of the constitution:

All moneys paid in advance by members transferred from one local to another, shall be forwarded to the local to which the member is transferred.

Committee reports unfavorably.

Adopted.

Resolution No. 47—(By Delegate Alfred Stahr, No. 99):

WHEREAS, Many of our members refuse to keep within the three weeks' limit in union stamp factories where the Boot and Shoe Workers' Union have control; and,

WHEREAS, There is no clause in the general constitution compelling them to be within the three weeks' limit of good standing; therefore, be it

Resolved, That the following clause be inserted in the General Constitution: "All members working in factories where the Boot and Shoe Workers' Union have control, shall not be allowed to be more than three weeks in arrears for dues, after having been employed by said firm for a period of three weeks. It shall be the duty of the shop committee to enforce this rule."

Committee reports unfavorably.

Delegate McMahon stated that this resolution was introduced to prevent members from joining the union and working eight weeks in a stamp factory without paying any dues. A great many members persist in remaining on the eight-week limit. Believe they should be compelled to keep in better standing.

Delegate Tatemah was of the same opinion as Brother McMahon, but wished to call the convention's attention to the fact that the General Executive Board had made a rule providing that members working in stamp factories should not be allowed to owe more than three weeks dues, and the locals were to blame if this rule was not in force.

Delegate Byrne stated that while acting on the Credentials Committee, examining the

cards at headquarters, he had observed that many of the delegates to this convention, who worked in stamp factories, were on the eight-week limit. Believed locals should elect delegates who observed the laws of their organization, and carried paid-up dues cards.

Delegate Egan said that the fact that there were delegates in this convention on the eight-week limit, had no bearing on this matter. The fact remained that there were many members of this organization on the eight-week limit, who, if made to pay their dues arrearage, such payments would clear the deficit in the General Expense Fund.

We are here to consider those resolutions, which are in the best interest of our organization, and this more than any other, would prove to our advantage. An enterprise without financial backing in a struggle of any kind, cannot hope to be successful. He hoped the committee's report would not be accepted.

Delegate Shipman favored the resolution, and would even make it stronger. He believed that if there was any member unable to pay dues, the money should be taken from the local treasury. Did not believe in a man working seven weeks and paying one week's dues on the eighth week. He believed in making our organization financially successful.

Delegate Summers favored the three-week limit and believed it necessary to induce members to pay up.

Delegate Spraggon did not believe in members barely keeping within the good standing limit, and hoped the committee's report would not be accepted.

Delegate Whaley stated that in order to learn what the general effect would be, he would like to hear General Secretary Baine's views:

Secretary Baine stated his understanding to be that this resolution provided that members in union stamp factories keep within the three-week limit. He did not believe in placing restrictions upon members in union stamp factories that members in non-union stamp factories were free from. Although there are many locals with out-of-work funds, there are, nevertheless, other locals that have no such fund. In the instances of sick members, not entitled to sick benefits, and without money, and whose locals possessed no out-of-work fund, the enforcement of the three-week-limit system, would entail much hardship. There are many memberships held

at the eight-week limit, yet I have taken occasion at different times to study the registry cards and find the average to be between three and four weeks.

Delegate Tobin, No. 53, requested the President to inform him whether local unions had the power to enforce this rule.

President Tobin stated that locals had such power.

Delegate Elphinstone did not favor the three-week limit, but was in favor of the eight-week limit, and increasing the reinstatement fee.

Report of committee concurred in.

Resolution No. 17—(By Delegate W. A. Gibbs, No. 376):

To have an understanding in regard to arbitration a time limit being established say from thirty to sixty days after being given to arbitration it must be settled.

Committee reports unfavorably.

Concurred in.

Resolution No. 38 follows in its re-drafted form:

Resolution No. 38—(By Delegate J. P. Meade, No. 38):

Members of foreign shoe workers' organizations, recognized by the National body of their respective countries, who are in good standing, shall be admitted to the Boot and Shoe Workers' Union, without payment of the regular initiation fee.

Committee reports favorably.

Concurred in.

Resolutions Nos. 24 and 28 withdrawn.

Committee on Organization submitted the following:

On the recommendation of the General President that rapid growth be avoided, committee reports favorably.

Concurred in.

Delegate Regan, No. 192, asked the Chair if Resolution No. 17 had been acted upon. Chair stated that the Committee on Resolutions had reported unfavorably on Resolution No. 17, and their report had been concurred in.

Delegate Regan stated that this resolution was of considerable importance to his constituents, and would like to have an opportunity to speak in its favor.

Delegate Russell moved to reconsider the motion whereby it was voted to accept recommendation on Resolution No. 17.

Adopted.

Delegate Hubbard opposed report of committee, stating that some arrangements should be made that would expedite arbitration. Under the present system of arbitration in vogue in our city, it is almost impossible to have grievances adjusted inside of a year. I have in mind at the present time, a grievance that affected 275 workers and which was placed in the hands of the State Board of Arbitration January 18, 1903, decision on which is still pending. Manufacturers have stated to us that upon the findings of the State Board of Arbitration there will be a change. We have asked for a report and have been unable to get one. The arbitration we have experienced in Brockton does not arbitrate, and it has a tendency to cause certain elements in our membership to lose confidence in our organization.

Delegate Studley stated it to be his belief that the State Board of Arbitration looked upon Brockton as a city of disturbers. Our repeated requests to this board that our applications be acted upon are either met with the reply that they are lost or else ignored. The opinion prevailing among the members of this Board appears to be that Brockton is getting more than its share.

Delegate Clark moved re-committal to the committee.

Re-committed.

Delegate Willett, of Committee on Resolutions, reports the following:

Resolution No. 26—(By Delegate Walter Elphinstone, No. 298):

To amend Section 25:

The General Executive Board shall have discretionary power in making rules governing the use of the union stamp, but shall publish such rules regularly in the JOURNAL and shall not issue the union stamp to any manufacturer of prison-made boots and shoes, contracts shall only run from year to year, and the union stamp shall not be issued to any firm unless prices, conditions of employment and contracts are approved by the local union in a town or city where only one local union exists or by the joint council in a town or city where more than one local union exists.

Committee reports unfavorably.

Concurred in.

Resolution No. 48—(By Frank A. Sieverman, No. 15):

WHEREAS, The Clothiers' Exchange of Rochester, New York, an organization of

capitalists, which for many years has earned the well-deserved reputation of being the most unscrupulous employers of labor in the clothing industry in this country, have denied to Local No. 336 of the United Garment Workers of America the eight-hour day, a condition enjoyed by clothing cutters everywhere, except Rochester; and,

WHEREAS, This clothiers' exchange, through the legal representatives of the D. M. Parry anti-labor union organization, Messrs. Wile and Oviatt, are systematically persecuting the striking clothing cutters of Rochester; and,

WHEREAS, The Clothiers' Exchange of Rochester, New York, by its past and present course, clearly indicates that they are uncompromising enemies of the organized labor movement; therefore, be it

Resolved, That this convention pledges its undivided support to the striking clothing cutters, and call upon our 40,000 members, wherever located, to refuse to purchase any Rochester made clothing, and to furthermore refuse to trade at any store where Rochester made clothing is sold.

Committee reports favorably and calls upon the members to live up to union principles.

Concurred in.

Resolution No. 49—(By Delegate Gad Martindale, No. 15):

The next convention of the A. F. of L. is to be held in San Francisco, California, and will, if this union send its usual quota of delegates, involve us in an extraordinary expense. With a view, therefore, of giving our union representation at the least possible cost to our treasury, it is hereby

Resolved, That the General President be and he hereby is chosen as the only representative of this union to the next convention of the A. F. of L..

Committee recommends that as this resolution necessitates an amendment to the Constitution, it be referred to the Committee on Constitution.

Concurred in.

Resolution No. 58—(By Delegate Henry J. Regan, No. 192):

To the Convention of the Boot and Shoe Workers' Union:

At a regular meeting of Lasters' Local 192, held on January 8, 1904, it was voted to endorse the following resolution:

Resolved, That ways and means be adopted at the convention to immediately establish harmonious relations between the warring factions in Lynn and St. Louis.

Committee reports favorably.

Concurred in.

Resolution No. 60—(By Delegate Henry J. Regan, No. 192) :

Resolved, That the following be incorporated and be a part of all contracts issued, and in the re-issue of the stamp.

That when a decision on a price-list is rendered by any board of arbitration, the decision shall be in force from the time of presentation of such price-list.

Endorsed by Local No. 192.

Committee reports unfavorably.

Delegate Regan, No. 192, stated that prior to the present year, all decisions rendered by the State Board of Arbitration went into effect from the time of presentation of price-lists or other matters. The present system under which we work, saves the cost in the cutting-room on bluchers from three to six cents per pair. Our local delegated us to visit the Manufacturers' Association, whose executive board proposed an increase of one cent per pair, but afterward notified us they could not pay this increase as it was a mistake. We presented the matter to the State Board, but, as yet, have heard nothing from it.

Delegate Meade recognized the rights of members under the contracts, but counseled conservatism. He thought it would be wise to petition the State Board to expedite their decisions, and believed in the withdrawal of the union stamp if unnecessary time was lost.

Delegate Meade moved to postpone action on the pending matter and all subject matter relating thereto, until some specific time, later in this convention.

Adopted.

President Tobin announced the following committee to draft an obligation pursuant to motion passed yesterday :

W. H. McCarthy, No. 205; Margaret Martin, No. 94; Thos. Hickey, No. 192; P. F. Hughes, No. 53, and Thos. Hawley, No. 118.

Delegate Clark read the following resolution :

WHEREAS, Recent assaults made upon the life of the Boot and Shoe Workers' Union in Lynn, Haverhill, Montreal, Quebec, and St. Louis, by various so-called independent unions and by enemies of the Boot and Shoe Workers' Union within our ranks, which for a time threatened the very existence of our union; and,

WHEREAS, Most of these attacks upon us were carried on by our enemies in a brutal and unscrupulous manner, with little or no regard for the laws of decency and of the land; and,

WHEREAS, Our union, passing through these critical periods, stood in need of, and called up, its truly loyal members to stand by the union and its contracts; and,

WHEREAS, This call was responded to by members, both men and women, who assumed burdens wholly out of proportion to the compensation received, and in the thick of the battle bore the brunt of the enemies' attack; and,

WHEREAS, The conduct of these brothers and sisters, under such trying circumstances as those through which they have passed, warrants some mark of appreciation on the part of the National Union; therefore, be it

Resolved, That this convention extend to our brothers and sisters of Lynn, Haverhill, Montreal, Quebec, and St. Louis, its sincere thanks for their many unselfish acts and sacrifices in the support of the integrity of our union and its contracts; and, be it further

Resolved, That the Secretary of this convention be instructed to transmit a copy of these resolutions to the financial secretaries of our local unions located in the cities named.

Delegate Moore moved that the resolution be adopted by the convention without reference to committee.

Resolution adopted unanimously.

Delegate Bury, on Committee of Appeals and Grievances, submitted the following :

Resolution No. 10—(By Delegate W. Elphinstone, No. 298) :

To the Cincinnati Convention of the Boot and Shoe Workers' Union :

SISTERS AND BROTHERS—We, the members of No. 93, through our Executive Board, submit the following resolutions :

WHEREAS, The factory of J. E. Tilt Shoe Company, of Chicago, is ostensibly being operated under a union stamp agreement, and is in possession of our union stamp; and,

WHEREAS, Several of our treas have been discharged, and have been given as a reason therefor that they did not do 350 pairs of shoes in a day, and all have been threatened with discharge unless they can do this stipulated amount of work; and,

WHEREAS, It is not only an impossibility to perform the amount of work demanded under the circumstances, but is a violation of our agreement by virtually setting a piece price on what is acknowledged to be day work; and,

WHEREAS, The firm in question has been guilty of numerous other violations of our agreement; therefore, be it

Resolved, That a thorough investigation be made of the grievances complained of, and if they are found true as alleged, that the stamp be taken away from the firm named unless an adjustment satisfactory to our members employed there is effected.

Committee recommends to the convention

that we insist on arbitration at the J. E. Tilt factory in Chicago, Ill., in the case of the treers' grievance presented to this committee, for the reason that the change of system or method in said factory has practically resulted in a reduction of wages which is contrary to our union stamp agreement.

Delegate Ryan stated that he did not believe in arbitrating this agreement. This firm had recently broken their agreement with the Joint Council in Chicago. A committee from the Joint Council waited on this firm, but Mr. Tilt had refused to do business with them.

A committee from the Joint Council waited on Mr. Tilt on the open-door question, and he agreed that if fifty of his employees would sign a petition asking for the open door he would grant it. After the committee had secured the required number of names, he refused to grant the request. Tilt put a team composed of agents in the treeing room, and insisted upon the treers doing an amount of work equal to the amount done by his race horses, in direct violation of the agreement entered into between him and the Joint Council of Chicago.

Bro. Baine was arbitrator in one case, and three months elapsed before this firm could be induced to live up to the decision rendered.

Delegate Kane said that the union in Chicago had made an agreement with firm whereby it was to pay its treers \$20.00 per week, and the conditions were to remain the same for one year. This firm has violated this agreement, and it is not a question for arbitration.

Delegate Studley asked if the Tilt Company had signed an arbitration contract.

Chair stated that the firm had signed regular arbitration agreement.

Secretary Baine stated for the information of the delegates that the Joint Council in Chicago had signed an agreement with the Manufacturers' Association there, which provided that there would be no increases in wages asked for, no reductions or change in conditions for one year, and this agreement would not expire until May 1, this year. This firm was a member of the Manufacturers' Association at the time this agreement was signed, and that the case in question was not subject to arbitration.

Delegate Erlando stated that the question of the open door was brought to his attention. The doors of the factories are locked, and it is impossible to get in after the whistle blows. We offered to arbitrate the matter, but Mr. Tilt refused to arbitrate.

Delegate Elphinstone stated that men working by the week, if five or ten minutes late, were locked out, and men working by the piece, if frequently late, were also locked out. Men with nothing to do before 9 o'clock were forced to be in the factory at 7 o'clock.

Delegate Howes stated that his sympathy was with the Chicago delegation. The committee had carefully looked the matter over, and came to the conclusion that in addition to enforcing local contracts, national contracts should be enforced. It is shown that Mr. Tilt violated his contract. He reduced wages.

Delegate Studley moved substitute for the committee's report that the whole matter be placed in the hands of the General Executive Board for immediate action.

Adopted.

On motion the privilege of the floor was granted to Mr. Ernest L. Beekman, representing the *Chronicle*.

Mr. Beekman said, in part: I feel greatly honored at the opportunity you give me to address this body in behalf of the *Chronicle*, the official organ of the Central Labor Council of Cincinnati and vicinity. For thirteen years the *Chronicle* has been established in Cincinnati, during which time it has labored assiduously in the interests of the trade union movement. The *Chronicle* has enjoyed more or less success. It has, however, suffered the disadvantage of not having received the support it merited. My purpose is to interest you in the *Chronicle* and add your names to our subscription list. You are fully aware that the labor press is the pulse of the labor movement, and contact with one means contact with the other. The *Chronicle* is sent to any place in the country to any unionist with a paid-up card in his pocket for fifty cents a year. I will be here during the noon hour, and we hope to add as many of your names as possible to our subscription list. Editor Rist, who would have enjoyed addressing you, was called away from the city. I thank you for the courtesy of the floor which you extended to me, and your kind attention.

President Tobin, replying to the address

from Mr. Beekman, stated that it had been his pleasure to know Editor Rist for a number of years. He had been one of the best friends the shoe workers in Cincinnati ever had. I trust every delegate will subscribe for the *Chronicle*.

Delegate Bersuder informed the convention that he had been unable to secure the rate on the certificate plan enjoyed by the other delegates.

Delegate Dullea moved that in case the brother above referred to could not get rebate from the Queen & Crescent, that the difference be paid to the local union from general funds.

Adopted.

Delegate Sadie Spraggon, for Committee on Labels, reported the following:

Resolution No. 8—(By Delegate F. J. Clarke, No. 192):

Be it Resolved, That we indorse the label of the Allied Printing Trades, and urge our members to do all in their power to advance the interests of the same.

Referred to Committee on Labels.

Committee reports favorably.

Adopted.

Resolution No. 54—(By Delegate John J. Scannell, No. 30):

Resolved, That we, the delegates representing the different locals of the Boot and Shoe Workers' Union, do instruct the General Executive Board to discontinue the issuance of the Boot and Shoe Workers' Union stamp to manufacturers, in the interest of jobbers, under the protection of independent numbers.

Committee reports unfavorably.

Delegate Sieverman—There appears to be an erroneous impression abroad connected with the issuance of the union stamp to jobbers. There is not a jobber who has the union stamp in his possession. I am to some extent familiar with the situation as I, at one time had the fortune or misfortune to be engaged in the retail shoe business. Small retailers cannot deal direct with manufacturers, as manufacturers make to order, and do not carry a stock on hand. The small retailer is forced to do business with jobbers, who can supply him immediately. When it is profitable for jobbers to handle union stamp goods just as easily as non-union goods, they have no objection to handling them. Under this system, as explained by President Tobin, the jobber is protected and hence is not averse to handling union stamp goods.

Through the jobber many pairs of union stamp shoes are sold in country districts that otherwise would not be. I hope the delegates will inform their locals upon their return that the union stamp is never in the possession of a jobber.

Motion before the house is on the adoption of the report of the committee, which is averse to the resolution.

Committee's report concurred in with one dissenting vote.

Resolution No. 42—(By Delegate Fred Biers, No. 305):

To Convention of Boot and Shoe Workers' at Cincinnati, Ohio:

At a regular meeting of the Boot and Shoe Workers' Union No. 305, the following resolutions were adopted:

WHEREAS, There are 50,000 shoe repairers in this country and Canada, with almost no organization, whose conditions are in a deplorable state, calling for immediate efforts to organize them in the Boot and Shoe Workers' Union, to the end that methods of work and prices may be improved in their craft; and,

WHEREAS, Repairers of shoes, occupying, as they do, confidential relations with their customers (relating to footwear), and are consequently, when organized, are in a position to advocate and recommend the purchase of union stamped shoes in place of *non-union shoes*, which would ultimately be of great assistance in strengthening the Boot and Shoe Makers' Union by an increase in the demand for union stamped shoes; and,

WHEREAS, Organization among repairers can be best promoted by providing a distinctive stamp to indicate that the work done by a repairer is a union job, something the present tag system utterly failed to do; therefore, be it

Resolved, That the General Executive Board be and is hereby instructed to devise a steel stamp, to have the same registered at the U. S. Registry Office, and to issue some to all union repairers or repair shops, who may sign and comply with a contract governing the use of the stamp, similar to the contract now governing the use of the union stamp; and be it further

Resolved, That this stamp shall be known and registered as the "Repairers Union Stamp."

Committee reported favorably on the resolution.

Delegate Biers spoke in favor of the resolution, and stated that there were 50,000 shoe repairers in this country and Canada, who are struggling to improve conditions. In Buffalo

they had one of the best organized cities in the country, with 57,000 trade unionists.

The shoe repairers were largely responsible for the demand for union stamp shoes in that city. They had continuously kept the union stamp before their patrons and had advocated it in the Central Labor Union. In this way they had interested others and spread the agitation for the purchase of union stamp goods. The Shoe Workers had a union stamp that always showed the shoes it appeared on to be union made, but the Shoe Repairers had no such union stamp. The shoe repairers had only certificates to show that their work was union work. These certificates were valuable only momentarily, as they were torn off as soon as the shoes were taken outside the door. The shoe repairers want a stamp, something they can stamp on their work and that won't come off. We would be satisfied with just a name and number without an outline like the Shoe Workers' stamp. We believe if we could have this, that it would help us greatly to organize the repairers throughout the country, and to increase the demand for not only union repairers' work, but union stamp shoes.

Report of committee concurred in.

Committee reports favorably and recommend the endorsement of the label of the International Brotherhood Carpenters and Joiners' Union of America.

Delegate Robinson was heartily in favor of endorsing the union label of the Carpenters and Joiners, but felt that the attention of the National Officers of the Carpenters and Joiners' Union should be called to the action of Local No. 1041, in Lynn.

Delegate Robinson moved recomittal.

Adopted.

Delegate Rongey stated that the carpenters' union of St. Louis were in sympathy with the rebel movement in St. Louis, and believed that the attention of the National Officers should not be confined to Lynn alone, but also to St. Louis.

President Tobin placed Delegates Robinson and Rongey on Committee to help draft answer.

Resolution No. 61—(By Delegate C. E. James, No. 281):

WHEREAS, The Washburn-Crosby Flour Milling Company of Minneapolis, Minn., has demonstrated its absolute antagonism to or-

ganized labor, has scorned any adjustment and positively refused arbitration with a view to settling the grievance for which the flour mill employees of Minneapolis are now out on a strike; and,

WHEREAS, The said Washburn-Crosby Flour Milling Company has openly defied the American Federation of Labor and challenged it to place them, or the products of their mills upon the unfair list, and furthermore to emphasize their contempt for the American Federation of Labor, a representative of said Washburn-Crosby Flour Milling Company did sarcastically offer to give \$1,000 if they were so listed, claiming that it would benefit their business instead of injuring it; therefore, be it

Resolved, By the Boot and Shoe Workers' International Union in convention assembled at Cincinnati, Ohio, January 11, 1904, that the said Washburn-Crosby Flour Milling Company of Minneapolis, Minn., and all of its products be placed upon the unfair list; and all of our affiliated locals be urged to uphold the dignity of organized labor, and to demonstrate its efficiency by adhering strictly to its injunctions in letter and spirit; and be it further

Resolved, That the Secretary be instructed to send a copy of these resolutions to the Washburn-Crosby Milling Company of Minneapolis, Minn., notifying them of our action.

Referred to Committee on Resolutions.

Resolution No. 62—(By Delegate Fred J. Keane, No. 48):

That no manufacturer, from the date of the convention assembled January 11, 1904, shall be granted the stamp, until said manufacturer signs a price-list approved by the Local Executive Board.

Referred to Committee on Resolutions.

Resolution No. 63—(By Delegate Thomas Hickey, No. 192):

Resolved, That the General Executive Board incorporate into the rules governing the union stamp and that it be a part of the stamp contract, that in issuing or re-issuing of the union stamp the following shall apply: That the party of the first part shall agree to give full and free information to any persons who may be employed in securing evidence of prices and conditions in the factory to which this stamp is issued.

Endorsed by Local No. 192.

Referred to Committee on Resolutions.

Resolution No. 64—(By Delegate William Brady, No. 37):

Resolved, That under Section 25 it be inserted that in granting a stamp to a factory within a radius of fifteen miles to the nearest Council that the stamp be granted by or under the jurisdiction of that Council.

Referred to Committee on Constitution.

Resolution No. 65—(By Delegate F. Hall, No. 228):

WHEREAS, The Boot and Shoe Workers in the Dominion of Canada are working for wages and under conditions that are considerably less and poorer than obtained anywhere else upon this continent; and,

WHEREAS, This condition of things is traceable directly to the fact that less than one-sixth (1-6) of the boot and shoe workers of Canada are members of our union; and,

WHEREAS, Recent efforts to organize shoe workers to improve conditions and wages proved almost wholly futile, because of the miserably low wages that prevail in the unorganized sections of Canada; and,

WHEREAS, There has been no appreciable improvement in the growth of our union in Canada within the past two years, a condition which is calculated to place our members in a pessimistic frame of mind; and,

WHEREAS, The so-called Independent Shoe Workers of Canada, taking advantage of our lack of growth in Canada, and the consequent discouraged state of mind to our members, seriously threatens to make inroads upon our membership unless immediate steps are taken to spread the growth of our union in Canada; therefore, be it

Resolved, That the General Executive Board be hereby instructed to appoint an organizer, who is familiar with the situation of the shoe industry in Canada, and who shall continue in the field so long as the needs of our union in Canada may require.

Referred to Committee on Resolutions.

Resolution No. 66—(By Delegate Charles A. Kelly, No. 35):

To amend Sec. 8 to read:

The General Executive Board shall consist of the General President, the General Vice-President, General Secretary-Treasurer and eight members to be elected from eight districts, each district to nominate and elect one member of the General Board.

To amend Sec. 27 to read:

The General Auditor shall, previous to the election of 1904 and in future, divide the membership into eight districts, each district to have as near as possible an equal number in good standing.

Referred to Committee on Constitution

Resolution No. 67—(By Delegate Frank Moriarty, No. 37):

Resolved, That any member contracting bills through the General Office shall not have the power to serve on the Auditing Committee of the Boot and Shoe Workers' Union.

Referred to Committee on Resolutions.

Resolution No. 68—(By Delegate F. E. Studly, No. 44):

Amend Section 8 by adding:

They shall also be required to furnish quarterly detailed reports to each local union of all business transacted. All questions shall be decided by a ye and nay vote, and the same shall be published in the quarterly report, giving the name of each member and record of his vote.

Amend Section 9 by inserting the word plurality in place of "majority."

Annul Sec. 21.

Amend Sec. 25 by adding:

The numbers of the several stamps issued to manufacturers shall be in possession of the local union or Joint Council having jurisdiction where said stamps are used.

Amend Sec. 28 by adding:

Organizers' reports and detailed expenses shall be published in the quarterly report of the General Executive Board.

Referred to Committee on Constitution.

Resolution No. 69—(By Delegate J. C. Schaeffer, No. 15):

Amend National Constitution by striking out Sections 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21 and 22, on Pages 7, 8, 9, 10 and 11, and substitute the following:

"The General Officers, General Executive Board and General Auditors shall be elected at any regular or special convention and shall serve until their successors are elected and installed."

It shall require a majority of all delegates present and voting to elect.

Referred to Committee on Constitution.

Resolution No. 70—(By Delegate J. C. Schaeffer, No. 15):

Amend Sec. 105, Page 36, by adding the following, to be known as Sec. 106:

"General Secretary and Treasurer shall within thirty days after the close of the convention submit to the unions for their approval all changes and amendments to the constitution adopted by the convention. No amendment shall be considered adopted unless it receives the majority of the membership voting."

Referred to Committee on Constitution.

Resolution No. 71—(By Delegate C. E. James, No. 281):

WHEREAS, We believe that in order to properly and accurately audit a set of books—the size of those of our National Organization—it requires special training and ability not possessed by the ordinary members of

this organization who might be elected to fill the office of General Auditors, we would suggest the following amendment to the constitution:

Amend Sec. 7 by inserting after the words "May 31st," found on Line 5 of Sec. 27, the following: "When they shall secure the services of an expert accountant."

Referred to Committee on Constitution.

Resolution No. 72—(By Delegate William F. Egan, No. 74):

Repeal Sec. 25, and insert the following, viz.:

The General Executive Board shall have discretionary power in making rules governing the use of the union stamp, but shall insert in the contract that the outsoles, insoles, heels, facings and all leather parts be produced under union conditions, and shall not issue or reissue a contract to any firm, unless approved by the local union in a town or city where only one local union exists, or by the Joint Council in a town or city where more than one local union exists.

This also to apply to all outside contract work such as cutting, stitching, finishing, etc.

Referred to Committee on Constitution.

Resolution No. 73—(By Delegate Charles Zoeller, No. 213):

WHEREAS, Heretofore the union stamp has been granted to manufacturers having prison interests; therefore, be it

Resolved, That there be no more stamps granted manufacturers having said interests, and at the expiration of stamp agreements with said manufacturers, the said stamps shall be withdrawn.

Referred to Committee on Resolutions.

Resolution No. 74—(By Delegate Jeremiah J. Ryan, No. 133):

WHEREAS, The Chicago Shoe Workers having established a 55-hour work week after having fought unsuccessfully for the nine-hour workday; therefore, be it

Resolved, That on and after May 1, 1904, nine hours shall constitute a day's work for male employees and eight and one-half hours for female employees in all localities over which the Boot and Shoe Workers have jurisdiction.

Referred to Committee on Resolutions.

Resolution No. 75—(By Delegate A. J. Whaley, No. 15):

Amend Sec. 26, Page 12, by striking out all after the words, "General Funds," and add the following, to be known as Sec. 27:

"An editor shall be elected, in the same manner and at the same time as general offi-

cers, who shall edit and manage the JOURNAL, subject to the control of the General Executive Board, and shall receive for the faithful performance of his duties the sum of \$1.00 per year."

Referred to Committee on Constitution.

Resolution No. 76—(By Delegate Henry Regan, No. 192):

Resolved, That we, the delegates representing the different local unions of the Boot and Shoe Workers' Union, assembled in convention, do order the General Executive Board of the Boot and Shoe Workers' Union to engage the services of an expert accountant to look into the financial accounts of the General Union at least once in every two years, or whenever the General Executive Board deems it advisable, such accountant to report his findings to the General Executive Board, and they to have such report printed and copies sent to the different locals.

Endorsed by Local No. 192.

Referred to Committee on Resolutions.

Resolution No. 77—(By Delegate Henry J. Regan, No. 192):

Resolved, That all work shall be equally divided and that there shall be no laying off of help in union stamp factories during dull times.

Referred to Committee on Resolutions.

Resolution No. 78—(By Delegate William F. Egan, No. 74):

Repeal Sec. 72 and insert the following, viz.:

The Joint Council shall insist that in the production of union stamp shoes, the outsoles, insoles, heels, vamps, facings and all leather parts, be produced under union conditions, and shall do all in their power to promote the sale of all recognized label products.

Referred to Committee on Constitution.

Resolution No. 79—(By Delegate James A. Farrell, No. 36):

Amend Sec. 29 by inserting after the words "Label Committee" the words "of not less than three."

Amend Sec. 74 by striking out the word "uniform."

Amend Sec. 87. At the end of seven days of any regularly sanctioned strike or lockout the Local Executive Board shall forward to the General Secretary-Treasurer a statement of the name of each person on strike, and name and registered number of each member involved in the strike.

Amend Sec. 88 by striking out the word "third" and inserting the word "second."

Referred to Committee on Constitution.

Resolution No. 80—(By Delegate W. F. Russell, No. 35):

Resolved, That Section 28 of the Constitution be amended to read: That all organizers be elected annually, first meeting in October by popular vote, for the term of two years. That six be elected at this convention to serve until January 1, 1905; that six be elected to serve until January 1, 1906; thereafter election to take place annually for two years. The first election to take place at the first meeting in October, 1904.

Resolved, That the words "appoint all committees not otherwise provided for" be stricken from Sec. 5.

Resolved, That Sec. 103 of the Constitution be stricken out.

Resolved, That Sec. 58 be amended to read two-fifths, instead of one-third.

Referred to Committee on Constitution.

Resolution No. 81—(By Delegate Henry J. Regan, No. 192):

Resolved, That all delegates attending conventions receive mileage from the National Union at the rate of 3 cents per mile.

Referred to Committee on Constitution.

Adjourned until 2 o'clock.

AFTERNOON SESSION.

Convention called to order by President Tobin at 2:00 o'clock.

Absentees: Farrell (118), Fauth.

President Tobin: I have been informed that the representatives are here, but as their train was late, and they had been on the road all night and were tired, they would like to appear tomorrow morning.

Delegate Studley moved that they be requested to appear here tomorrow morning.

Granted.

COMMITTEE ON OBLIGATIONS.

The Committee on Obligations beg leave to submit the following report:

I do solemnly promise that I will attend all meetings of my union; and I do further promise that I will perform all duties imposed upon me by my local. And I do further promise on my honor that I will purchase nothing but union labeled goods, whenever it is possible to procure the same. I do further promise that I will do all in my power at all times to advance the interests and welfare of the Boot and Shoe Workers' organization.

WM. H. MCCARTHY.

THOMAS HALEY.

PETER F. HUGHES.

THOS. HICKEY.

Delegate Rongey moved an amendment that the report be changed to read, "attend all meetings unless unavoidably detained."

Delegate McCarthy, No. 205, moved an amendment to the amendment to attend "at least once a month."

Amendment to amendment, carried.

Motion as amended by Delegate Rongey, lost.

Section as amended, lost.

Delegate Tateman moved to amend by inserting the word "National" before the word "Local."

Adopted.

Report as amended, adopted.

Delegate Mary Donovan, Committee on Rules, submits the following:

Resolution No. 57—(By Delegate F. A. Sieverman, No. 15):

Amend rules by adding the following to Rule 18:

On Friday, January 15, at the afternoon session two hours shall be devoted to discussing economics.

Committee reports favorable on the resolution presented; the time to be granted to be the last two hours of convention if there is no other business of importance.

Concurred in.

The Chair suggested that as there seemed to be no business before the convention, the special order set for tomorrow afternoon be taken up now.

Delegate Goodwin moved that the special order of business set for Friday afternoon, be taken up now.

Carried.

Delegate Healy said he could not see how they could take up this order of business at this time, as the resolutions bearing upon this subject, were in the hands of the committee, the object being to embody all these resolutions in one and make recommendations to the convention.

President Tobin suggested that it might be possible to have the St. Louis representatives appear before the convention at this session.

Delegate Kelley, No. 111, stated he had seen Pinta and Lawrence in the corridor about ten minutes ago, but they did not have their papers with them, and were not prepared to make their statement.

Delegate Kelly, No. 143, said: We have sent for them to come here to hear their story, and the sooner we hear the better.

Delegate Kane stated that he believed the representatives of St. Louis should be given time to rest after their journey.

Delegate Byrne moved that the representatives of St. Louis be requested to attend this afternoon's session.

Chair ruled motion out of order.

Delegate McMorrow stated it was evident the convention was not prepared to act on the question of arbitration and as the discussion of the subject of economics had been set for the last two hours of the convention's session, he thought it advisable to introduce the subject at this time if the parties to the discussion were prepared.

Delegate McMorrow moved re-consideration of the Committee on Rules bearing upon this subject.

Motion was lost.

Delegate Ham read the following resolution:

Resolved, That local unions be required to pursue a rigid investigation into all cases of members making application for sick benefits, and that all members found guilty of filing fraudulent sick claim, be vigorously prosecuted.

Delegate Sieverman moved that the convention give this resolution immediate consideration.

Carried.

Delegate McMorrow moved the adoption of the resolution.

Adopted unanimously.

Resolution No. 82:

Amend Section 55, by adding after the word "union," in fourth line, the following words: "And he shall also issue reinstatement stamps, which shall be issued as a receipt for reinstatement fee, and such stamp shall be placed in the dues book in a position indicating the date of reinstatement."

Referred to Committee on Constitution.

Resolution No. 83—(By Delegate E. F. Robinson, No. 32):

Amendment to the Constitution, Page 19, Section 46:

Strike out the words "and also members re-

tiring from work at the craft," after the word "revoke" in the third line.

Insert the following to be known as Sec. 46a:

"Any members retiring from work at the craft, and wishing to remain members of the organization, except General Officers, employees of the General Office, agents and employees of Joint Council and local unions, shall be attached to headquarters as members at large."

Referred to Committee on Constitution.

Resolution No. 84—(By Delegate G. F. Eldridge, No. 118):

There having been many mistakes found in the counting of the ballot for General Officers for 1902, Local No. 118, upon demand, was granted a recount of said ballot with privilege of a representative; and said recount having been completed the General Officers refused to pay the expenses of said representative; therefore, said local presents the grievance to this convention for their consideration.

G. F. ELDRIDGE,
THOMAS HALEY,
Local No. 118.

Referred to Committee on Appeals and Grievances.

Resolution No. 85—(By Delegate Rose Gafford, No. 94):

Amend Section 100, to read:

Suspended members may be reinstated by payment of five dollars (\$5) reinstatement fee, but shall not be eligible to sick or death benefits until they have been six months continuously in good standing.

Referred to Committee on Constitution.

Resolution No. 85A—(By Delegate J. J. Donohue, No. 303):

General Organizers—Amendment to Section 28, to read as follows:

The eight members elected at large as the General Executive Board shall be the General Organizers of the union and shall be subject to the directions of the General President in their work as General Organizers. They shall work promulgating the principles of the Boot and Shoe Workers' Union by means of personal interviews with boot and shoe workers, distributing literature, promoting the sale of union label goods, addressing meetings, organizing new locals and installing the officers. They shall as organizers perform such other duties as the Constitution may prescribe, or as the General Executive Board may direct. They each shall be paid one thousand dollars (\$1,000) per annum and all legitimate expenses.

Referred to Committee on Constitution.

Resolution No. 86—(By Delegate James P. McMahon, No. 285):

WHEREAS, In organizing new unions in localities where members have no experience in the management of union affairs, mistakes are very apt to be made unless there be special instructions given to the officers; therefore, be it

Resolved, That organizers be directed to instruct the officers and members as to the proper methods of conducting the business of a local.

Referred to Committee on Resolutions.

Resolution No. 87—(By Delegate F. E. Studley, No. 44):

Resolved, That in the opinion of this convention the best interests of both parties to our Union Stamp Contract demand that there shall be no obstruction to regularly appointed or elected dues collectors or business agents acting in the capacity of dues collectors; and be it further

Resolved, That Section 6 of the Union Stamp Contract be amended so as to read:

The employer agrees that the union collectors or business agents acting in the capacity of collectors, shall not be hindered or obstructed in collecting the dues of the members working in his factory.

Referred to Committee on Resolutions.

Resolution No. 88—(By Delegate Henry J. Regan, No. 192):

Resolved, That Section 95 of the Constitution be amended by the addition of the following:

The proceeds of said fine to be added to the treasury of the local union imposing the fine and to be used in advancing the interests of union label goods.

Referred to Committee on Constitution.

Resolution 89—(By Delegate William F. Egan, No. 74):

The General Executive Board shall outline districts wherein the General Organizers shall be expected to perform such duties as the General President or General Executive Board may see fit, and shall hold said organizers responsible for work performed, and shall insist that each organizer render a monthly report to the General President and he in turn to make a full and complete report to each local union.

Referred to Committee on Constitution.

Resolution No. 90—(By Delegate George N. Hubbard, No. 192):

Resolved, That the General Executive Board be instructed to devise ways and means to hasten decisions in cases of arbitration.

Referred to Committee on Resolutions.

Resolution No. 91—(By Delegate A. J. Whaley, No. 15):

Resolved, That the Committee on Constitution be instructed to provide for strike benefits of six (\$6) dollars for single and eight (\$8) dollars for married members.

Referred to Committee on Constitution.

Resolution No. 92—(By Delegate C. J. McMorrow, Local "O"):

Resolved, That the constitution be so amended as to levy a fine of \$10 for violation by a member of the Union Stamp Contract.

Referred to Committee on Constitution.

On motion of Delegate Dullea the convention adjourned until Friday morning.

FIFTH DAY—MORNING SESSION.

President Tobin called the convention to order at 9 o'clock.

Absentee: Fauth.

Delegate Tateman, of the Committee on Constitution, submitted the following:

Resolution No. 85a—(By Delegate J. J. Donohue, No. 303):

General Organizers—Amendment to Section 28, to read as follows:

The eight members elected at large as the General Executive Board shall be the General Organizers of the union and shall be subject to the directions of the General President in their work as General Organizers. They shall work promulgating the principles of the Boot and Shoe Workers' Union by means of personal interviews with boot and shoe workers, distributing literature, promoting the sale of union label goods, addressing meetings, organizing new locals and installing the officers. They shall as organizers perform such other duties as the Constitution may prescribe, or as the General Executive Board may direct. They each shall be paid one thousand (\$1,000) dollars per annum and all legitimate expenses.

Committee reports unfavorably.

Concurred in.

Resolution No. 83—(By Delegate E. F. Robinson, No. 32):

Amendment to the Constitution, Page 19, Section 46:

Strike out the words "and also members retiring from work at the craft," after the word "revoke" in the third line.

Insert the following to be known as Sec. 46a:

"Any members retiring from work at the craft, and wishing to remain members of the organization, except General Officers, employees of the General Office, agents and employees of Joint Council and local unions, shall be attached to headquarters as members at large."

Committee reports favorably.

Concurred in.

Resolution No. 82:

Amend Section 55, by adding after the word "union," in fourth line, the following words: "And he shall also issue reinstatement stamps, which shall be issued as a receipt for reinstatement fee, and such stamp shall be placed in the dues book in a position indicating the date of reinstatement."

Committee reports favorably.

Concurred in.

Resolution No. 72—(By Delegate William F. Egan, No. 74):

Repeal Sec. 25, and insert the following, viz.:

The General Executive Board shall have discretionary power in making rules governing the use of the union stamp, but shall insert in the contract that the outsoles, insoles, heels, facings and all leather parts be produced under union conditions, and shall not issue or reissue a contract to any firm, unless approved by the local union in a town or city where only one local union exists, or by the Joint Council in a town or city where more than one local union exists.

This also to apply to all outside contract work, such as cutting, stitching, finishing, etc.

Committee reports unfavorably.

Delegate Steele presented a minority report of favorable. This report was supplemented by the statement that it was minority's belief that union made shoes should be composed of union made shoe supplies.

Action on minority report deferred until report is presented in written form.

Resolution No. 69—(By Delegate J. C. Schaeffer, No. 15):

Amend National Constitution by striking out Sections 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21 and 22, on Pages 7, 8, 9, 10 and 11, and substitute the following:

"The General Officers, General Executive Board and General Auditors shall be elected at any regular or special convention and shall serve until their successors are elected and installed."

It shall require a majority of all delegates present and voting to elect.

Committee reports unfavorably.

Concurred in.

Resolution No. 70—(By Delegate J. C. Schaeffer, No. 15):

Amend Sec. 105, Page 36, by adding the following, to be known as Sec. 106:

"General Secretary and Treasurer shall within thirty days after the close of the convention submit to the unions for their approval all changes and amendments to the constitution adopted by the convention. No amendment shall be considered adopted unless it receives the majority of the membership voting."

Committee reports unfavorably.

Concurred in.

Resolution No. 75—(By Delegate A. J. Whaley, No. 15) :

Amend Sec. 26, Page 12, by striking out all after the words, "General Funds," and add the following, to be known as Sec. 27:

"An editor shall be elected, in the same manner and at the same time as general officers, who shall edit and manage the JOURNAL, subject to the control of the General Executive Board, and shall receive for the faithful performance of his duties the sum of \$1,200 per year."

Committee reports unfavorably.

Concurred in.

Resolution No. 51—(By Delegate W. H. Edmunds, No. 26) :

WHEREAS, The members of the General Executive Board are obliged to be present at all conventions to act on matters that come before said General Executive Board, the following constitutional amendment is presented:

Resolved, That members of said General Executive Board are by virtue of their office delegates-at-large to all regular and special conventions.

WALTER EDMUNDS,
Delegate No. 26.

Committee reports favorably.

Delegate Kelley, No. 35, stated that he did not object to members of the board being delegates, but believed they should be elected as such by their locals.

Delegate Shipman coincided in preceding speaker's views.

Delegate Scannel stated that he was under the impression that locals sent their delegates to the convention to think and act and enact laws. He did not think that they came simply to listen to instructions from General Executive Board.

Delegate Edmunds said in view of the fact that the General Executive Board were obliged to attend all conventions, he considered it no more than an act of courtesy that they be delegates to all conventions.

Delegate Doyle believed that members of the General Executive Board, in order to be delegates, should be elected the same as all other delegates, by their locals.

Delegate Shipman wished to be relieved from any intention of being personal, and that, so far as he was concerned, politics did not influence his remarks.

Delegate Costello hoped the resolution would be adopted.

Delegate Goodwin favored the resolution on the ground that members of the General Executive Board in the performance of their duties, in the interest of the National Organization, in some instances, incurred the displeasure of their locals, and would thus be denied election by their locals. For this reason he believed the members of the General Executive Board should be entitled to delegateship.

Delegate Lewis was opposed to the resolution and believed the election of delegates should be controlled by the locals.

Delegate Kane opposed resolution, contending that members of the General Executive Board who did not possess confidence of their locals sufficiently to be elected delegates, should not be delegates.

Delegate Egan opposed the resolution and favored the election of General Executive Board members to delegateship by their locals.

Delegate Gillespie believed that members of the General Executive Board should not be deprived of a vote on important matters, and further stated that General Executive Board Member Lowell, was not sent as a delegate from his local because of the supposition that he would have a voice on the floor of the convention, and that it was unnecessary to elect him a delegate.

Delegate Mary Gorman stated as a matter of information that she believed General Board Member Emma Steghagen, could have been elected a delegate were it not that she was coming as a General Board Member.

Delegate Clark expressed his hearty endorsement of the resolution, and believed they should be delegates because of the fact that the knowledge of conditions they had gained as members of the General Executive Board, and the information they could give the convention, would prove greatly beneficial.

A sufficient number having requested a roll-call, it was ordered, and called with the following results:

Yea—Batey, Biers, Baxter, Bersuder, Bly, Brady, Broderick, Bubenheim, Bury, Bustrum, Byrne, Clark, Conant, Costello, Daniels, Demer, Dennett, Donovan, Dullea, Edmunds, Elphinstone, Ford, Ganford, Gibson, Gillespie, Goodwin, Gorman, Gould, Graham, Hall, Ham, Hayden, Healey, Helliker, Hickey, Howes, Hughes, Ingalls, James, Johnson (6), Jones, Kane, Langland, Leach, Little, Loftus,

Lovely (25), Lovely (200), Luippold, Marshman, Martin, Martindale, McCarthy (205), McIntyre, McLean, McMahon (285), McMahon (99), McManemy, McMorrow, Moore, Moriarty, Morrill, Murphy, Norton, O'Malley, O'Donnell, Pierson, Randall, Reagan (285), Regan (192), Rongey, Scannell, Schaeffer, Sieverman, Spraggon, Stahr, Stedding, Stewart, Sindler, Tateman, Tobin, Turner, Vaughan, Warren, Weitler, Whaley, Williamson, Willett.

Total yea vote, eighty-eight (88).

Nay—Bartlett, Bowe, Brierly, Bump, Burke (210), Burke (69), Burrell, Carson, Casey, Chubbuck, Cleveland, Cornell, Cote, Crowley, Darlington, Dehan, Donohue, Dorgan, Doherty, Doyle, Duffy, Diedrich, Edwards, Egan (74), Eldridge, Emmett, Erlando, Farrell (36), Farrell (118), Fitzsimmons, Foster, Fulton, Geddis, Gibb, Haley, Harrington, Harris, Hicker, Holland, Horton, House, Hubbard, Jocoy, Johnson (219), Kane (250), Keane, Kearns, Kelley (35), Kelley (111), Kelly (143), Kennedy, Kissell, Lee, Lewis, Lynch,

Lyseth, McCabe, McCarthy (365), McConney, McDonald, McGrade, Meade, Monk, Moriarty (37), Mudgett, Mulcahy, Newcomb, Nolan, O'Donnell (371), O'Hare, Parks, Perrier, Poole, Reilley, Robinson, Rooney, Russell, Ryan, Saunders, Shea, Shipman, Steele, Studly, Sullivan, Summers, Swanson, Upton, Waltman, Walton, Williams, Zoeller.

Total nay vote, ninety-one (91).

Pursuant to the motion passed inviting Messrs. Lawrence and Pinta to visit the convention, and present such evidence as they may have in support of their contentions, and in support of the contentions of whatever constituency they might speak for, these gentlemen were admitted.

President Tobin resigned the chair to Delegate Tateman, and Mr. Pinta began a presentation of his case, submitting documentary evidence in support thereof.

At the hour of adjournment, Mr. Pinta still occupied the floor.

Session adjourned until 2 o'clock.

AFTERNOON SESSION.

Convention called to order by Chairman Tateman, at 2 o'clock.

Delegate Dullea wished to change his vote from yes to no, on Resolution No. 51, as he was under the impression that General Executive Board had voice but no vote.

Chairman stated there being no objections, Delegate Dullea's request would be granted.

Mr. Pinta at this point resumed the floor,

which he held until the hour of adjournment. He concluded his argument and the presentation of evidence at 4:30. The rules were suspended on motion, and the hour of adjournment extended until 6 o'clock.

From 4:30 until 6 o'clock, Mr. Pinta was questioned by many delegates embracing every phase of his argument and evidence.

Adjourned until 9 A. M. Saturday morning.

SIXTH DAY—MORNING SESSION.

Chairman Tateman called meeting to order at 9 A. M.

Absentees Bubenheim, Emmett, Fauth.

Mr. Lawrence assumed the floor, and occupied the entire morning session with his argument and the presentation of his evidence.

Just before adjournment Delegate Warren stated that in view of the fact that many delegates came expecting that the convention

would close not later than Saturday night, there were many who were unprepared to meet the extra expense of prolonging the convention, and moved that beginning Sunday, each delegate receive \$2 per day expenses, and \$3 salary for each day the convention continues in session thereafter.

Adopted.

Convention adjourned at 12 o'clock M. until 2 P. M.

AFTERNOON SESSION.

Chairman Tateman called convention to order at 2 o'clock.

Absentees: Bubenheim, Fauth, Hughes, Monk.

Chair stated that Mr. Mottau, who accompanied Messrs. Lawrence and Pinta desired to take the floor.

Delegate Studley objected to Mr. Mottau being granted privilege of the floor on the ground that the invitation was extended to Messrs. Lawrence and Pinta, and further stated he would adhere to his objections unless it was the will of the convention that Mr. Mottau be granted the floor.

Mr. Lawrence here stated that he was under the impression that Mr. Mottau would be granted the floor, otherwise there were matters that both Mr. Pinta and himself would have touched upon, but desisted because it was their belief that Mr. Mottau would be given the privilege of the floor.

Delegate Willett moved that the floor be granted to Mr. Mottau for an unlimited time.

Delegate Steele offered an amendment that Mr. Mottau be granted the floor for one-half hour.

Amendment lost, by hand vote of 66 in favor and 76 against.

Original motion carried.

Chairman Tateman stated that a delegation from the Brewery Workers desired to address the convention.

Delegate Regan moved that delegation from Brewery Workers be granted privilege of the floor.

Adopted.

Chairman Tateman resigned the chair in favor of President Tobin who introduced

General Secretary-Treasurer Kemper, of the Brewery Workers, who stated that it was not his desire to take much of the time of the convention, because of the important matters before it; however, as our headquarters are in the same building in which your convention is being held, and so few of your delegates have visited us, we determined to visit you. We realize the full importance of a convention of this nature, and hope your deliberations will result in great good for all. For the Brewery Workers' organization, I will say that we are ready at all times to assist you to the best of our ability, because we feel it to be our duty, and I believe that our past record has shown this. The Brewery Workers believe it one of the cardinal principles of trade unionism to further the interest of the organized, and to assist in the organization of the unorganized. The union label can best promote this. Our organization has consistently patronized all union labels and have constantly impressed upon the minds of the membership the necessity of pursuing this course; any other course is detrimental to the interest of organized labor, and imposes upon the Brewery Workers a fine. We intend to stand with organized labor, first, last and always. Any attempt to create dissensions, are not for the best interest of organized labor. Because of the recent convention of the A. F. of L., the statement has been made, especially within the last few days, that there was more or less feeling existing on the part of the Brewery Workers against other organizations. There never was a convention that did not show opposite opinions. If this was not the case, your convention

would not be in session today. You have your label, and as we patronize that label, so do we ask you to patronize ours, and further, that if at any time in the future the Brewery Workers are attacked from any source, they be given the opportunity to bring before you the true conditions existing, and that you view the matter coolly and calmly, and render your verdict. We ask only right and justice, and that the laws laid down for one organization be applied to all, and that sectional legislation be not indulged in.

I wish to thank you for the courtesy of the floor, and repeat that the Brewery Workers are first, last and always with the union labels of organized labor.

President Tobin next introduced Mr. Ward, of the 'Brewery Workers' Union of Boston, who stated that in view of important matters presenting themselves for the deliberation of the convention, that he would occupy but a few minutes of its time. If there ever was a time in the history of organized labor that we should unite in promoting our organized movement, that time is now. I recently attended a meeting of employers, and heard the secretary of the Chicago Employers' Association say to its members, "I want you to examine your hat and see if you are not supporting organized labor by having the union label in your hat." I believe that the time has arrived when organized labor must repel the attack of the common enemy. I want to say for the Brewery Workers of the East, that we have done all possible for union stamp shoes. Not

only have we insisted on our members buying union stamp shoes, but that they patronize union repair shops. I bring to you the assurance that the Brewery Workers of the East will patronize your union stamp and aid you to the end of your struggles. I thank you, fellow-workers, for the privilege you have granted me to address you.

President Tobin introduced Mr. Wm. C. Eggeman, of St. Louis, member of the International Executive Board, who stated that he came from a city where the shoe workers were engaged in a serious difficulty, and it was his sincerest hope that the matter would be amicably settled, and the best interests of all shoe workers be promoted.

President Tobin responded to the addresses of the Brewery Workers' delegation, stating that he felt confident he voiced the opinion of the convention when saying that the shoe workers would gladly and freely assist the Brewery Workers in every way possible.

Messrs. Lawrence, Pinta and their colleague Mottau, were questioned by different delegates until just prior to the hour of adjournment.

Delegate Robinson reported that the profits from the dance conducted under the auspices of Local No. 364 were \$26, and moved to present the amount netted on the dance to the Cincinnati delegation for the purpose of entertaining the lady delegates visiting.

Adopted.

Adjourned until 9 A. M. Monday.

SEVENTH DAY—MORNING SESSION.

Chairman Tateman called the convention to order.

Absentees: Baxter, Bübenheim, Dorgan, Emmett, Fauth, Haley (118), Hughes, Moore, Stewart, Upton, Vaughn.

Chairman Tateman stated that those who desired to question the St. Louis representatives further, had the opportunity of doing so.

The delegates proceeded to question the St. Louis representatives at length.

The examination of these representatives was interrupted by Chairman Tateman who stated that Mr. Frye, editor of the *Iron Molders' Journal* desired to address the convention.

President Tobin assumed the chair and stated that the Boot and Shoe Workers' Union organized April 10, 1895, on a 10-cent weekly dues basis, and the following June or July, the Iron Molders discarded the low dues system, and established the high dues system under which we are operating at the present time. Our experience under the low dues system was similar to that of the Iron Molders. I was deeply interested in the Iron Molders under the high dues system. Martin Fox, ex-International President of the Iron Molders, and a man well known to the labor movement, was, I am told, opposed to adopting the high dues system. At the Iron Molders' convention, however, the high dues system was adopted, and their growth since has been remarkable, and ex-President Fox has become a staunch advocate of that dues system. At the time of our reorganization, in June, 1899, the sum total of our treasury was \$105, and there were several debts hanging over us. For a time after the adoption of the high dues system our revenue fell off. Our convention, necessary printing bills, etc., incurred a large expenditure. I visited the convention of the Iron Molders and explained to them that our organization was struggling to establish a high dues basis. That convention donated \$100 to the Boot and Shoe Workers' Union, which sum, in connection with \$700 loaned by the Boot and Shoe Operatives in Great Britain, made it possible for us to overcome the obstacles besetting us, and establish our organization on a sound financial basis. At the next convention of the Iron Molders' Bro. Skeffington, who was in the city at the

time, was requested by us to present a check for \$100 in payment of their donation, and to extend our sincere thanks for their assistance in time of financial need. The Iron Molders' Union is associated in our minds with the most pleasant recollections, and I take great pleasure in introducing to you Mr. Frye, editor of the *Iron Molders' Journal*.

Mr. Frye expressed great pleasure at being able to address the convention and continuing said:

"My chief regret is my ignorance of the time I would be able to address you, and consequently I am almost totally unprepared. I wish it was otherwise, and that my hopes to say something that would interest you could be carried out. However, as I look among you and see some of the old timers, who taught me the rudiments of the movement, I feel at ease, and am comfortable in the belief that too much will not be expected of me this morning. Times are rapidly changing, entirely different conditions confront us. In your own trade, the introduction of machinery has brought about a remarkable change. I remember twenty-five or thirty years ago, our great difficulty was in securing employment. A trades unionist at that time, if out of employment, could not readily secure work. The Iron Molders were particularly pleased to learn that your organization had adopted a system which would enable it to grow and progress as it should, and I regret that you stopped where the molders had stopped, at 25 cents weekly dues. You should have made it 50 cents. We have had our own experiences. Twenty-five years ago we were always looking for trouble and invariably found it. We had no strong National organization with adequate financial backing and consequently, although I can recall local instances, where wages were increased four different times in the season, when trade was good, at the first sign of depression and thereon, the reductions more than offset the advances. In some branches of our trade, we have not had strikes or lockouts for years, and are receiving 20 per cent higher wages. We learned that manufacturers would take every advantage of the terms of agreement, but also learned that if we hoped to gain improvements, we must live up to our

agreements. We did not get things as fast as we wanted, but little by little the Iron Molders learned to talk the matter over and found that improvements usually followed rational action. I am aware that you have important matters to come before you, and will not take up any more of your time. I am thankful for your courtesy and sincerely trust your organization will continue to grow in power and influence.

At the conclusion of Mr. Frye's address, the delegates resumed the examination of the St. Louis representatives, which continued until the introduction by President Tobin of General Secretary J. Sullivan of the International Bar Tenders' Alliance and Hotel and Restaurant Employees' organization.

General Secretary Sullivan welcomed the delegates to the city, and congratulated them upon the growth of their organization. "You have left us behind and made better headway both financially and numerically. I realize the important matters coming before your con-

vention, and will not detain you, nevertheless, I wish to impress upon your minds that regardless of the efforts of the executive officers of any organization, without the support of the members, those efforts can be only slightly successful. Get right yourself, be right, stay right, and you are bound to succeed. I thank you for your kindness."

Delegate McMorrow took the floor and spoke at length in explanation of the St. Louis situation. At his conclusion, he was questioned by the delegates and the St. Louis representatives.

Delegate Sieverman stated that as it was so near the hour of adjournment that it would be impossible for him to do more than begin what he had to say, and desired to wait until the afternoon session.

Delegate Studly moved to adjourn and give Bro. Sieverman the floor at 2 o'clock.

Adopted.

Adjourned until 2 o'clock.

AFTERNOON SESSION.

Chairman Tatem called convention to order at 2 o'clock.

Absentees: Bubenheim, Crowley, Emmett, Fauth, Hughes, Monk, Moore, Stewart, Vaughan.

Delegate Sieverman moved that Bro. James F. Carey, of Haverhill, be given the freedom and courtesy of the convention.

Adopted.

Delegate Sieverman followed in a lengthy address explaining his connection with the St. Louis situation, and the situation as he knew it. He was questioned by the delegates and the St. Louis representatives.

President Tobin responded to the statements of the St. Louis representatives, and briefly stated his position throughout the St. Louis affair, and concluded his remarks by asking the St. Louis representatives if his resignation as president of the Boot and Shoe Workers' Union would prove a satisfactory solution of the situation to the St. Louis ex-members.

The St. Louis representatives replied that they did not carry the St. Louis shoe workers around in their pockets, and therefore could not answer.

Delegate Hubbard asked the St. Louis representatives if they would agree to use all energy, ability and popularity they possess in St. Louis to bring about the desired result.

St. Louis representatives answered in the affirmative, whereupon Delegate Hubbard moved that a committee of three be elected tomorrow (Tuesday), to go to St. Louis for the purpose of effecting a settlement of the situation there. Those in the pay of the organization or in any way connected with the St. Louis affair, not eligible to serve on committee.

Adopted.

Secretary Baine stated he hoped to be allowed an opportunity to make a statement, but as the hour of adjournment had arrived, he would be unable to do so at this session, unless time was extended.

Delegate Dullea moved adjournment and that the first order of business of the morning session would be the statement of the General Secretary-Treasurer.

Adopted.

Adjourned to 9 o'clock Tuesday morning.

EIGHTH DAY—MORNING SESSION.

Chairman Tatemian called the convention to order at 9 o'clock.

Absentees: Bubenheim, Carson, Crowley, Emmett, Fauth, Healy, Hughes, McMahon (285), McMorrow, Moore, Stewart, Vaughn.

Secretary Baine submitted facts and figures showing the financial statements and tables appearing in the JOURNAL from month to month were correct. He expressed regret that the St. Louis representatives left the city the previous evening, thus depriving him of an opportunity to make his statements in their presence, before the convention. These facts and figures were submitted to Messrs. Lawrence and Pinta the night before, and they admitted them to be correct, pleading as an excuse for their (Lawrence and Pinta) error, ignorance of bookkeeping. This admission was made in the presence of two delegates and Mr. Lawrence further stated he would authorize some delegate to present his statements of admission to the convention.

Delegate Russell stated that Mr. Lawrence authorized him to say to the convention that he (Mr. Lawrence) withdrew all accusations made against General Secretary-Treasurer Baine, alleging false statements in the JOURNAL.

President Tobin stated that the next order of business is to elect a committee of three to go to St. Louis.

Delegate Kelley, No. 35, moved that a plurality vote elect.

Delegate Farrell, No. 36, moved to amend by substituting majority for plurality.

President Tobin ruled the motion to amend out of order, as it negatived the original motion.

Delegate Studly favored the motion as it would save the time of the convention.

Delegate Kelley, No. 35, also spoke in favor of the motion.

Motion adopted.

The following delegates were placed in nomination:

- A. C. Howes, Local No. 20.
- Marshall Williams, Local No. 36.
- Elmer Robinson, Local No. 32.
- D. M. Kane, Local No. 250.
- T. F. Lynch, Local No. 192.
- W. F. Russell, Local No. 35.
- F. J. Clarke, Local No. 192.

J. H. Tobin, Local No. 53.

Geo. A. Monk, Local No. 270.

J. B. Doyle, Local No. 35.

W. E. Warren, Local No. 141.

Wm. Shipman, Local No. 38.

Delegates Edmunds, Elphinstone, Studly, Sullivan, Hubbard and Meade, were nominated, but declined.

The Chair appointed as tellers, Delegates Weitler, Martin and Ingalls, who later submitted the following report of the vote:

| | |
|----------------|-----|
| Howes | 112 |
| Clarke | 107 |
| Robinson | 47 |
| Shipman | 46 |
| Kane | 44 |
| Warren | 39 |
| Monk | 23 |
| Russell | 19 |
| Lynch | 17 |
| Doyle | 12 |
| Tobin | 9 |
| Williams | 4 |

The Chair declared Delegates Alvin C. Howes, F. J. Clarke, and Elmer F. Robinson elected, they having received the largest number of votes.

Delegate Sieverman moved that the President and Secretary of the Committee on Resolutions draft a resolution instructing committee as to mode of procedure.

Adopted.

Secretary Baine read the following communication from the Joyce Shoe Company:

HORNELLVILLE, N. Y.

Boot and Shoe Workers' Union:

GENTLEMEN—We have made up our minds to adopt the union stamp, and write you for instructions as to what is necessary for us to do to secure this for our output. Kindly advise us at once, giving full instructions as to procedure of organization, and send contract for signature. Yours very truly,

JOYCE SHOE Co."

President Tobin stated that this letter had been sent to Boston, and forwarded here. A telegram has been sent the firm to say that an organizer would be there to organize the factory within a few days.

The Secretary read the following Telegram:

MILWAUKEE, WIS., Jan. 18, 1904.

Mr. John F. Tobin, President Boot and Shoe Workers' Union, Odd Fellows' Temple, Cincinnati, O.:

We sincerely hope you will favor holding next convention at Milwaukee. There is not a finer convention city in America.

R. B. WALROUS,
Secretary Citizens' Business League.

Moved that it be received and placed on the records.

Adopted.

Delegate Tatem, Secretary of the Committee on Constitution, submitted the following:

Resolution No. 78—(By Delegate William F. Egan, No. 74):

Repeal Sec. 72 and insert the following, viz.:

The Joint Council shall insist that in the production of union stamp shoes, the outsoles, insoles, heels, vamps, facings and all leather parts, be produced under union conditions, and shall do all in their power to promote the sale of all recognized label products.

Committee reports unfavorably.

Delegates Steele and McCarthy of the committee, submitted the following minority report:

We, the minority of the Committee on Constitution, hereby submit report for same on Resolution No. 78, for the following reasons: That we believe all work performed on union label shoes, in the construction of same, should be made under union conditions, and therefore recommend the original resolution in place of committee report.

Delegate Regan, No. 192, moves to adopt minority report of committee.

Delegate Meade stated that he was aware that this was one of the greatest problems confronting our organization, and all men could differ on any problem. We have had it in mind for some time to secure the adoption of our stamp by some concerns, as there are some union stamp shoe manufacturers who have transferred their patronage to non-union shoe supply concerns. The statement that it would restrict union stamp manufacturers deserves our serious consideration. I contend that if the minority report is adopted, it will serve to unionize those who are at present outside of the pale of the organization.

This industry properly comes under our jurisdiction, and we should make every legitimate effort to bring them into our organization. The product of non-union shoe supply concerns are made into union stamp shoes. Where the influence of organization has been felt and benefits applied it is the tendency of some manufacturers to have this work done in non-union factories. We can prevent this only by making union stamp shoes bona fide union made shoes. I believe we can bring thousands of men into our organization that are going to the A. L. U. I predict there is an excellent opportunity if we adopt this minority report to make it known that union stamp shoes are made exclusively by union labor. If the edict goes forth that heels, soles, insoles, linings, etc., that go into union stamp shoes, are made by union labor, we will not need organizers to organize the workers in the shoe findings concerns. In our city we have three of these factories organized, and one large factory unorganized. I believe these workers should be organized under our influence. I hope this convention will consider this matter carefully, and that their deliberations will determine the right course to pursue.

Delegate Martindale opposed the minority report on the grounds that our greatest weakness at the present time was a lack of union stamp factories making ladies' shoes, and that if the report was adopted, we not only could not hope to secure this class of manufacturers, but would not be able to reissue contracts with those manufacturers of this class of shoes already carrying union stamp.

Delegate Egan, No. 74, stated that he or any of those delegates who may have acted in an advisory capacity with him had not acted hastily. He believed that there is no better way to build up our organization than to get these workers in. Men without organization do not gain increases. We demand protection of our interests, and hope the minority report will be adopted.

Delegate Dullea stated that he introduced the amendment at the last convention, which the resolution aimed to amend. The opinion of his local was that shoe findings manufacturers could be prevailed upon to put the union stamp on their product, which would prove vastly beneficial in organizing that craft, and believe that our influence should be exerted to influence these manufacturers to

unionize their plants, but it was not possible to force them to.

Delegate Russell believed that the public should be given a union made shoe right through, and that union stamp manufacturers should patronize union shoe findings houses.

Delegate Turner thought the previous speaker was looking at it from a local standpoint, and did not take into consideration conditions in other localities.

Delegate James said he appreciated the motives which influenced the framing of the resolution, but thought we were not in a position to enforce it at the present time. The Manufacturers' Association throughout the country are opposing the union label. As an illustration, I have known men to fit union stamp shoes to their feet and when they became aware that those shoes were union made, placed them aside. These conditions prevail largely in my State, and in many States if this method of procedure was enforced, it would be aiding the Manufacturers' Association movement. There are many union stamp shoe manufacturers already paying as high wages as their margin of profit will permit, and any attempt to further burden them would cause them to seek relief by discarding the union stamp.

Delegate McMahon agreed with the views of the previous speaker, and said that in order to carry out the provisions of the minority report, it would be necessary to have all union labor from the raw material that entered into any part to the finished product.

Delegate Kelley, No. 35, stated that a Brockton manufacturer was having his vamps cut in a non-union concern. A committee waited upon him, and later upon the non-union concern, resulting in the unionization of that concern. He felt that if this method was pursued there would be more of these non-union shoe findings concerns become unionized.

Delegate Sieverman stated that the first speaker had said practically all that could be said on the side of the minority report. It was not, he continued, what should be accomplished, but what could be accomplished. The question is, how far can we go with safety to ourselves and to the advantage of those we are trying to benefit.

Organizations are not built by passing a resolution at a convention. A small organization cannot expect to sleep over night and

find itself the next morning transformed into a great and powerful one. This is not the way organizations grow. Their growth is slow and healthy, and that is why they are permanent.

Delegate Mary Donovan opposed the minority report on the ground that it would be detrimental to the organization. It is very difficult to organize the women, and the adoption of this report would serve to keep the manufacturers of ladies' shoes from adopting the union stamp, and thus place obstacles in the way of organizing the women workers.

Delegate Sullivan favored the minority report. He claimed that men were being eliminated from union stamp factories in the sole leather departments, because the work was being done in non-union supply houses.

President Tobin stated at the outset, the greatest obstacle to advertising our union stamp was the lack of union stamp shoes. We have succeeded in creating a large demand for men's union stamp footwear, and are gradually increasing the demand for ladies' union stamp footwear. This is the most important matter which has come before, or is likely to come before this convention. No doubt the resolution was presented with the belief that the course it outlined would greatly aid in organizing the shoe supply craft. Now, according to this, the prospects of organizing this craft rests upon the growth and permanency of the Boot and Shoe Workers' Union. I believe that if this resolution was adopted, it would not only prove most dangerous for our organization, but would be in a fair way to cause its dissolution, which would preclude all chance of organizing the shoe craft. Those favoring this resolution appear to be acting under the supposition that we would retain our present number of union stamp factories. Our watchword is "organization," and although it may appear to some that the adoption of this resolution might gain members to our organization from the shoe supply craft, it would close the door against the opportunity of securing new union stamp shoe factories. We have heard much said to the effect that shoes are not union made unless everything that goes into their construction has been made by union labor. Now this proposition is not tenable, as it is not possible for a single organization to compel complete organization of the various workers and

crafts engaged in work in making the different materials that complete the finished product.

If we were to insist that a union printing establishment use only union paper, we would be promptly informed by the typographical union that they made no such requirement. I take a stand against this resolution because, as I have said, I not only feel it to be a most dangerous undertaking, but one that would cause the disintegration of our organization.

Delegate Hattie Johnson opposed the minority report, contending that there were some manufacturers that would require but very little to induce to give up the stamp.

Delegate Warren expressed the opinion that we were now treading on dangerous ground, and was fearful that if this resolution was passed, Brockton would meet with the same experience that befell Philadelphia, which was some few years ago strongly organized, but because of arbitrary use of organized power and unwise acts, disrupted the organized movement there.

Secretary Baine stated his belief that it

was the most dangerous matter that had been presented to this convention. He believed in its principles, but felt that in view of the serious difficulty we had just passed through, the organization was not prepared to enforce anything that would bring exceptional burdens upon it. If we take the position outlined in this resolution, we would be forced consistently to demand that tacks, cement, thread, lacings, linings, and in fact all of the materials of which the shoe is composed be made by union labor. If we were to adopt this course, we would be inviting the leather workers or any other organization of workers, whose product entered into the manufacture of shoes, to insist that our stamp be placed on no shoes unless any and all of the different materials going into the shoe are union made. This would be equivalent to discarding our union stamp proposition entirely.

Delegate Russell expressed the opinion that if this resolution was passed, one of the largest shoe supply factories in Brockton would become unionized.

Adjourned until 2 o'clock p. m.

AFTERNOON SESSION.

President Tobin called the convention to order at 2 o'clock p. m.

Absentees: Bubenheim, Carson, Crowley, Diedrich, Emmett, Fauth, Healey, Hughes, Moore, Stewart, Vaughan.

Chair stated that the question for the consideration of the convention was the adoption of the minority, on Resolution No. 78.

Delegate Warren moved the indefinite postponement of question before the house.

Delegate Russell called for a roll-call, and sufficient number having favored it, roll-call was ordered.

Delegate Regan, No. 192, as the mover of the adoption of the minority report, stated that he desired to speak a few words on the question.

Request granted.

Delegate Regan, No. 192, favored adopting the minority report, contending that there were some shoe supply concerns where the workers received \$1 to \$1.50 per day, while in Brockton, factories doing the same kind of work pay from \$2 to \$2.75 per day. He believed the adoption of the minority report would

tend to organize the non-union concerns and would be for the best interest of our organization.

Roll was then called with the following result:

Yea—Batey, Biers, Baxter, Bersuder, Bly, Broderick, Burke (210), Burrell, Bury, Bustrum, Byrne, Casey, Chubbuck, Clarke, Conant, Cote, Daniels, Demer, Dennett, Donovan, Doherty, Dullea, Edmunds, Edwards, Elphinstone, Erlando, Farrell (36), Fitzsimmons, Ford, Foster, Gibbs, Gibson, Gillespie, Goodwin, Gould, Graham, Haley, Hall, Ham, Hayden, Helliker, Hicker, Hickey, Holland, Horton, House, Howes, Hubbard, Ingalls, James, Johnson (219), Johnson (6), Jones, Kelly (143), Kissell, Kane (20), Langland, Leach, Lee, Little, Loftus, Lovely (25), Lovely (200), Luippold, Lynch, Marshman, Martin, Martindale, McCarthy (205), McGrade, McIntyre, McMahan (285), McMahon (99), McManemy, McMorro, Monk, Moriarty (6), Morrill, Murphy, Nolan, Norton, O'Donnell (371), O'Donnell (20), O'Malley, Randall, Reagan (285), Reilly, Robinson, Rongey, Scannell.

Schaeffer, Shea, Shipman, Sieverman, Spraggon, Stahr, Stedding, Summers, Swanson, Sindelar, Tateman, Tobin, Turner, Waltman, Warren, Weitler, Whaley, Williams, Williamson.—109.

Nay—Bartlett, Bowe, Brady, Brearly, Bump, Burke (69), Cleveland, Cornell, Costello, Darlington, Deehan, Donohue, Dorgan, Duffy, Egan, Eldridge, Farrell (188), Fulton, Ganford, Geddis, Gorman, Harrington, Harris, Jocoy, Kane (250), Keane, Kearns, Kelley (35), Kelley (111), Kennedy, Lewis, Lyseth, McCabe, McCarthy (365), McConney, McDonald, McLean, Meade, Moriarty (37), Mudgett, Mulcahy, Newcomb, O'Hare, Parks, Perrier, Pearson, Poole, Regan (192), Rooney, Russell, Ryan, Saunders, Steele, Studly, Sullivan, Upton, Walton, Willett, Zoeller.—59.

Motion to indefinitely postpone adopted, 109 to 59.

Resolution No. 72—(By Delegate William F. Egan, No. 74):

Repeal Sec. 25, and insert the following, viz.:

The General Executive Board shall have discretionary powers in making rules governing the use of the union stamp, but shall insert in the contract that the outsoles, insoles, heels, facings and all leather parts be produced under union conditions, and shall not issue or re-issue a contract to any firm, unless approved by the local union in a town or city where only one local union exists, or by the Joint Council in a town or city where more than one local union exists.

This also to apply to all outside contract work, such as cutting, stitching, finishing, etc.

Committee reports unfavorably.

Delegates Steele and McCarthy (365), members of the committee, submitted the following minority report:

We, the minority of the Committee on Constitution, hereby submit report for same on Resolution No. 72, for the following reasons: That we believe all work performed on union label shoes in the construction of same, should be under-made conditions, and we therefore recommend to substitute the original resolution in place of the committee's report.

Delegate Meade stated that inasmuch as this resolution was in substance the same as one just passed upon, he moved the adoption of the majority report of the committee.

Adopted.

Resolution No. 64—(By Delegate William Brady, No. 37):

Resolved, That under Section 25 it be inserted that in granting a stamp to a factory within a radius of fifteen miles to the nearest Council that the stamp be granted by or under the jurisdiction of that Council.

Committee reports unfavorably.

Concurred in.

Resolution No. 79—(By Delegate James A. Farrell, No. 36):

Amend Sec. 29 by inserting after the words "Label Committee" the words "of not less than three."

Amend Sec. 74 by striking out the word "uniform."

Amend Sec. 87. At the end of seven days of any regularly sanctioned strike or lockout the Local Executive Board shall forward to the General Secretary-Treasurer a statement of the name of each person on strike, and name and registered number of each member involved in the strike.

Amend Sec. 88 by striking out the word "third" and inserting the word "second."

On the first section of this resolution to amend Sec. 29, the committee reports favorably.

Concurred in.

On second section, to amend Sec. 74, committee reports unfavorably.

Delegate Studley stated that the intent of this resolution was to allow the councils to make rules to govern each shop. The conditions varied in the different factories, which made impractical to adopt uniform rules for all factories, and hoped report of the committee will not be concurred in.

Report of committee defeated.

Second section of resolution as originally presented, adopted.

On Sec. 3, to amend Sec. 87, the committee reports unfavorably.

Concurred in.

On fourth section to amend Sec. 88, committee reports unfavorably.

Concurred in.

Resolution No. 80—(By Delegate W. F. Russell, No. 35):

Resolved, That Section 28 of the Constitution be amended to read: That all organizers be elected annually, first meeting in October, by popular vote, for the term of two years. That six be elected at this convention to serve until January 1, 1905; that six be elected to serve until January 1, 1906; thereafter election to take place annually for two years. The

first election to take place at the first meeting in October, 1904.

Resolved, That the words "appoint all committees not otherwise provided for" be stricken from Sec. 5.

Resolved, That Sec. 103 of the Constitution be stricken out.

Resolved, That Sec. 58 be amended to read two-fifths, instead of one-third.

On first section of this resolution to amend Section 28, the Committee reports unfavorably.

Delegate Russell stated that there were certain parts of the country where organizers were a bone of contention, and he felt it was up to the organization to find some solution of the matter.

Delegate Farrell stated that reports had reached him impeaching the character of one of our organizers. He had never met the party, but the reports came from a source he considered authentic. In Springvale, Me., there was a firm which encroached upon the right of the employees, and later applied for the union stamp. An organizer was sent there who attended the meeting of the local, listened to their grievances and said that this firm must conform to the laws of justice and righteousness before the union stamp would be granted. This organizer visited the concern, and two nights later, visited the local union and stated that he agreed that they had grievances but believed they should settle them according to their arbitration contract, which method was followed out. Two months later the grievances still remained unsettled. Delegate Farrell called on the delegate from Springvale, Me., to bear him out in his statements.

Delegate Ryan stated that one of our organizers, for taking part in a local meeting which was considered distasteful to the members, was told to leave the city, and if he ever returned, he would receive a warm reception.

Delegate Kelley believed that our organizers should be elected, and stated that we had two organizers whom he considered not qualified to properly fulfil the duties of the position.

Delegate Shipman stated that in the last few days he had heard various complaints about the organizers, and felt that the General Executive Board should inaugurate a different system.

Delegate Bury did not think the system of election would be an improvement over that of appointment; that the great majority of

members throughout the country would not know the qualifications of the men they were voting for.

President Tobin stated that it was desirable that members of good moral character be employed as organizers, and favored taking action against organizers when charges were presented. Most of the charges aimed at organizers were from individuals who repeated it as mere hearsay. If at any time, charges are proven the Executive Board will take proper action.

Delegate Sullivan favored the assignment of certain organizers to certain districts.

Delegate Hubbard was opposed to the election of organizers for a term of two years. He stated that in consideration of this question, many delegates seemed to overlook the reasons why organizers were displeasing to some locals. Organizers travel through all parts of the country, meet different natured workers, and also manufacturers. Methods that have proved successful in one locality, when tried in another, do not meet with favor, and not always knowing just the most pleasing way to adapt himself to the wishes of every local, he suffers the displeasure of those locals. Some organizers have one qualification and some another, but few men have all the qualifications that would fit them for organizers. He doubted if it was possible to elect twelve organizers in that convention who would fill all the requirements that some of the delegates seemed to think were necessary.

Delegate Dennett stated that the grievances referred to by Delegate Farrell as existing in Springvale, Me., had been satisfactorily settled.

Delegate Murphy moved that the whole matter be referred to the General Executive Board.

Delegate Sieverman stated that as one of the interested parties, he desired to make some statements to the convention, and then proceeded to vigorously defend his work as an organizer against the reflections and imputations cast upon the organizers.

Motion was adopted.

On second section to amend Sec. 5, committee reports unfavorably.

Concurred in.

On third section to strike out Sec. 103 of the Constitution Committee reports unfavorably.

Concurred in.

On fourth section to amend Sec. 58, committee reports unfavorably.

Concurred in.

Resolution 89—(By Delegate William F. Egan, No. 74):

The General Executive Board shall outline districts wherein the General Organizers shall be expected to perform such duties as the General President or General Executive Board may see fit, and shall hold said organizers responsible for work performed, and shall insist that each organizer render a monthly report to the General President and he in turn to make a full and complete report to each local union.

Committee recommends that this resolution be referred to the General Executive Board with instructions to carry out these provisions as far as practicable.

Concurred in.

Resolution No. 68—(By Delegate F. E. Studley, No. 44):

Amend Section 8 by adding:

They shall also be required to furnish quarterly detailed reports to each local union of all business transacted. All questions shall be decided by a ye and nay vote, and the same shall be published in the quarterly report, giving the name of each member and record of his vote.

Amend Section 9 by inserting the word plurality in place of "majority."

Annul Sec. 21.

Amend Sec. 25 by adding:

The numbers of the several stamps issued to manufacturers shall be in possession of the local union or Joint Council having jurisdiction where said stamps are used.

Amend Sec. 28 by adding:

Organizers' reports and detailed expenses shall be published in the quarterly report of the General Executive Board.

On first section of this resolution to amend Section 8, committee reports favorable.

Concurred in.

On second section, to amend Section 9, and third section to amend Section 21, committee reports that as these two sections pertain to the election of General Officers, General Executive Board, etc., and as there were several resolutions covering this same subject, the committee had decided to group them and offer a substitute later.

On fourth section, to amend Section 25, the committee reports favorable.

Concurred in.

On fifth section, to amend Section 28, com-

mittee recommends that it be referred to the General Executive Board with resolution No. 89.

Concurred in.

Resolution No. 88—(By Delegate Henry J. Regan, No. 192):

Resolved, That Section 95 of the Constitution be amended by the addition of the following:

The proceeds of said fine to be added to the treasury of the local union imposing the fine and to be used in advancing the interests of union label goods.

Committee reports favorably.

Committee's report concurred in.

Resolution No. 81—(By Delegate Henry J. Regan, No. 192):

Resolved, That all delegates attending conventions receive mileage from the National Union at the rate of 3 cents per mile.

Committee reports unfavorably.

Delegate Regan, No. 192, stated that his reason for offering resolution was because there was a lot of unions that could not afford to send delegates.

A sufficient number having requested roll-call it was ordered.

Delegate Meade opposed resolution, contending that there was no local so small that it could not save enough to defray expenses of a delegate if its finances had been judiciously handled.

Delegate Lovely favored any action that would make it possible for locals to be represented at convention, but was unalterably opposed to paying delegates three cents per mile traveling expenses.

Delegate Studly moved to amend that it shall be at the rate of two cents per mile instead of three cents.

Chair ruled motion out of order, inasmuch as roll-call had been called for.

Vice-President Lovely at this point assumed the chair.

Roll was called with the following result:

Yea—Bartlett, Biers, Baxter, Bersuder, Bly, Brady, Broderick, Bump, Burke (210), Burrell, Bury, Casey, Chubbuck, Clark, Cleveland, Connell, Costello, Cote, Daniels, Darlington, Dehan, Demer, Dennett, Donohue, Donovan, Doherty, Doyle, Dulca, Edmunds, Egan, Eldridge, Elphinstone, Erlando, Farrell (36), Farrell (118), Fitzsimmons, Foster, Fulton, Ganford, Gibbs, Gibson, Gillespie, Goodwin,

Gorman, Gould, Graham, Haley, Hall, Ham, Harrington, Harris, Hayden, Helliker, Hickey, Holland, Horton, House, Howes, Ingalls, James, Jocoy, Johnson (219), Johnson (6), Kane, Kearns, Kelley (35), Kelley (111), Kelly (143), Kennedy, Kissell, King, Langland, Lee, Lewis, Little, Loftus, Lovely (25), Lovely (200), Luippold, Lynch, Marshman, Martin, Martindale, McCarthy (205), McCarthy (365), McCabe, McConney, McDonald, McGrade, McIntyre, McLain, McMahan (285), McMahon (99), McManemy, Meade, Monk, Moriarty (37), Moriarty (6), Murphy, Norton, O'Hare, O'Malley, Parks, Perrier, Pierson, Poole, Randall, Regan (285), Reilley, Robinson, Rongey, Rooney, Russell, Ryan, Scannell, Schaeffer, Shea, Shipman, Sieverman, Spragggon, Stahr, Stedding, Steele, Sullivan, Summers, Sindelar, Tatemán, Tobin, Turner, Waltman, Walton, Warren, Weitler, Whaley, Williams, Williamson, Willett, Zoeller.—138.

Nay—Batey, Bowe, Brearly, Bustrum, Byrne, Conant, Dorgan, Duffy, Edwards, Ford, Geddis, Hicker, Hubbard, Jones, Leach, Lyseth, Morrill, Mudgett, Mulcahy, Newcomb, Nolan, O'Donnell (371), O'Donnell (20), Regan (192), Saunders, Studly, Swanson.—27.

Committee's report concurred in 138 to 27.

Delegate Farrell, No. 36, asked the Chair whether a resolution could be introduced at this time.

Chair stated only with the unanimous consent of the convention.

Objections being raised, Chair ruled that resolution could not be introduced.

Delegate Farrell appealed from decision of the Chair, stating that Cushing's Manual provided that the rules could be suspended at any time.

Vice-President Lovely stated that the reason for his ruling was that this convention and all other conventions appointed a Committee on Rules, and after said rules were adopted they could not be amended unless such amendment was presented through the Committee on Rules. A specific rule that provided that resolutions cannot be received after a stated time, cannot be suspended by any authority.

Chairman Tatemán put the question, shall decision of the Chair be sustained? A hand vote showed decision to have been sustained and so announced by Chairman Tatemán.

Delegate Farrell doubted vote and moved a

roll-call, which, upon a sufficient number requesting, was ordered, with the following result:

Yea—Batey, Biers, Baxter, Bersuder, Bly, Bowe, Brearly, Broderick, Bump, Bury, Clark, Cleveland, Conant, Connell, Cote, Daniels, Darlington, Demer, Dennett, Donovan, Dullea, Edmunds, Egan, Elphinstone, Fitzsimmons, Ganford, Gibb, Gibson, Goodwin, Gorman, Gould, Hall, Ham, Harrington, Hayden, Hicker, Hickey, Holland, House, Howes, Hubbard, Ingalls, James, Jocoy, Johnson (219), Johnson (6), Jones, Kane, Kissell, Langland, Lee, Loftus, Lovely (200), Luippold, Lyseth, Marshman, Martindale, McCarthy (205), McGrade, McIntyre, McMahan (285), McMahon (99), McManemy, McMorrow, Meade, Moriarty (6), Mudgett, Murphy, Nolan, Norton, O'Donnell (371), O'Hare, O'Malley, Parks, Pierson, Randall, Regan (285), Reilley, Rongey, Ryan, Scannell, Schaeffer, Shea, Shipman, Sieverman, Spragggon, Stahr, Steele, Summers, Sindelar, Tobin, Waltman, Warren, Weitler, Whaley.—95.

Nay—Bartlett, Brady, Burke (210), Burrell, Bustrum, Casey, Chubbuck, Costello, Dehan, Doherty, Doyle, Duffy, Edwards, Eldridge, Erlando, Farrell (36), Farrell (118), Ford, Fulton, Geddis, Gillespie, Haley, Harris, Horton, Keane, Kearns, Kelley (35), Kelley (111), Kelly (143), Kennedy, King, Lewis, Little, Lynch, Martin, McCabe, McCarthy (365), McConney, McDonald, McLain, Moriarty (37), Morrill, Mulcahy, Newcomb, O'Donnell (20), Perrier, Poole, Regan (192), Robinson, Rooney, Russell, Saunders, Stedding, Studly, Swanson, Turner, Walton, Williams, Williamson, Zoeller.—60.

Ruling of the Chair sustained, 95 to 60.

* Resolution No. 71—(By Delegate C. E. James, No. 281):

WHEREAS, We believe that in order to properly and accurately audit a set of books—the size of those of our National Organization—it requires special training and ability not possessed by the ordinary members of this organization who might be elected to fill the office of General Auditors, we would suggest the following amendment to the constitution:

Amend Sec. 7 by inserting after the words "May 31st," found on Line 5 of Sec. 27, the following: "When they shall secure the services of an expert accountant."

Committee reports favorably.

Concurred in.

Resolution No. 49—(By Delegate Gad Martindale, No. 15) :

The next convention of the A. F. of L. is to be held in San Francisco, California, and will, if this union send its usual quota of delegates, involve us in an extraordinary expense. With a view, therefore, of giving our union representation at the least possible cost to our treasury, it is hereby

Resolved, That the General President be and he hereby is chosen as the only representative of this union to the next convention of the A. F. of L.

Committee reports unfavorably.

Delegate Martindale stated that he spoke from experience, having been elected delegate to the last convention of the A. F. of L., and two or three delegates are an unnecessary expense.

President Tobin said that in view of the duties of the General President, it would be almost impossible for him to be away from the office long enough to attend this convention, which was to be held in San Francisco. This would require at least a month. He suggested that this convention elect a delegate to represent us at the next convention of the A. F. of L.

Delegate Egan opposed resolution.

Delegate Lovely opposed resolution.

Delegate Clark favored committee's report.

Committee's report concurred in.

Resolution No. 91—(By Delegate A. J. Whaley, No. 15) :

Resolved, That the Committee on Constitution be instructed to provide for strike benefits of six (\$6) dollars for single and eight (\$8) dollars for married members.

Committee reports unfavorably.

Concurred in.

Resolution No. 85—(By Delegate Rose Ganford, No. 94) :

Amend Section 100, to read :

Suspended members may be reinstated by payment of five (\$5) dollars reinstatement fee, but shall not be eligible to sick or death benefits until they have been six months continuously in good standing.

Committee offers the following substitute :

Suspended members may be reinstated by payment of \$2 for the first reinstatement but

shall pay \$5 for all subsequent reinstatements. The rest of the section to remain the same.

Concurred in.

Resolution No. 59—(By Delegate Henry J. Regan, No. 192) :

To amend Section 25 of the Constitution in relation to the reissue of the union stamp. That the following words be added to, and become a part of, Section 25, "and at the expiration of any contract for the use of the union stamp, after the regular ninety days' notice by the firm, or by the local union, or local joint council, that they wish a change in the contract, the General Executive Board shall not re-issue the union stamp to any firm until the new contract is approved by the local union, in a town or city where one local union exists, or by the joint council in a town or city where more than one local union exists."

Unanimously endorsed by Local No. 192.

Committee reports unfavorably.

Delegate Regan, No. 192: We had considerable contention in this matter in our local, which instructed its delegates to present this resolution.

President Tobin stated he wished to call the attention of the convention to the fact that at the present time, the only authoritative notice to the manufacturer came from the General Executive Board, whereas under the resolution presented here for your consideration, to the local or council is given this authority.

Delegate Studley agreed with views expressed by the General President, and further stated if this motion passed, it would violate existing contracts.

Delegate Clark stated that he was opposed to resolution submitted by his local.

Delegate Hubbard stated he did not wish to convey the impression that he favored the resolution, but he wished to make known the fact that until the purchaser was educated to buy union stamp shoes, there would be no very large demand for union stamp shoes. We ought each and all of us individually and collectively do everything in our power to promote the sale of union stamp shoes and all union made products.

Committee's report concurred in.

Committee makes no report on resolutions Nos. 20 and 38, as they are already covered by previous legislation.

Adjourned until 9 A. M. Wednesday.

NINTH DAY—MORNING SESSION.

President Tobin called convention to order at 9 o'clock.

Absentees: Bubenheim, Crowley, Fauth, Hughes, Moore, Stewart, Vaughan.

Chair stated that Delegate Harris of No. 222, had been obliged to return to work, and John Petit, his alternatè, was in attendance and desired to be seated in his place.

Delegate Ryan moved that request be granted.

Carried.

Chair then introduced G. B. Darth, Organizer International Union of Flour and Cereal Mill Employees, who said in part: "I come from a city where our organization and especially the members employed in our craft in that city are fighting not only for improvements that are justified, but for the life of their organization. We have been forced to list the Washburn-Crosby Co., on the unfair list, after they had refused every overture offered by us to arbitrate. The conditions prevailing in these mills are rather peculiar. The workers therein comprise three of our locals. Two of these locals enjoy the eight-hour day, while the members of the third are forced to work ten. To secure the eight-hour day, this local was forced to strike after arbitration was refused them. Organization is the watchword of trades-union progress. We must stand together if we hope to improve our conditions. The Millers' strike in the Northwest is the keynote of organized labor throughout the Northwest. The result of that strike is not only of intense interest to that section, but to all organized labor. To lose this strike, will mean the defeat of our work for years. A victory will definitely establish those progressive lines along which we can pursue in the future. We ask the Boot and Shoe Workers throughout the country to patronize the union label of the International Union of Flour and Cereal Mill Employees, and to in this way, and by not patronizing our unfair concerns, aid us in our troubles."

The Chair suggested that the following telegram be sent to John Mitchell, president of the United Mine Workers' Union:

CINCINNATI, O., Jan. 20, 1904.

John R. Mitchell, Indianapolis, Ind.:

The Boot and Shoe Workers' Union, in convention assembled, extend cordial fraternal

greetings to the United Mine Workers' Union, in convention at Indianapolis, and express our gratitude for your splendid support of our union stamp.

JOHN F. TOBIN,
General President.

Delegate Stahr moved that Secretary be instructed to send telegram.

Carried.

Delegate Howes asked for a ruling as to when the amendment to the Constitution raising the reinstatement fee of members who had been suspended more than once was to go into effect.

Chair ruled that in the absence of any set time, the amendment would go into effect immediately after its adoption.

Delegate Studley believed that the rank and file should be given time to become acquainted with the various amendments adopted at this convention, and moved that the amendment adopted bearing on reinstatement should go into effect February 1st.

Delegate Dullea stated that in his opinion it would be impossible for the General Secretary to reconstruct the Constitution in time to be in the hands of the membership by February 1st, and moved to amend by substituting March 1st.

Concurred in.

The motion as amended, adopted.

The Chair stated that F. H. Perry, representing the *Illustrated Foot Wear Fashion*, desired to attend the sessions of the convention.

Granted.

Delegate Tateman, of the Committee on Constitution, submitted the following:

Resolution No. 39—(By Delegate Jeremiah J. Ryan, No. 133):

Arbitration.—Amendment to Sec. 76 by adding:

The General Secretary-Treasurer shall be authorized to pay from strike fund all expenses of arbitration cases wherever held, bills to be signed by President and Secretary of Joint Council, if one be in existence; if not, the local having the issue. All bills must have the seal of Joint Council or local as the case may be.

Committee reports unfavorably.

Delegate Ryan stated that in his city when the local unions had a case to be arbitrated, the expense of such arbitration had to be borne by the local unions, and as they had several cases of arbitration which had been quite expensive, the treasuries of the locals had been depleted to such an extent as to prevent them from affiliating with the State Branch of the A. F. of L., and they also were unable to carry on any effective union stamp agitation, and believed that the General Union was better able to stand this expense than the local union, and hoped that the committee's report would not be accepted.

Committee's report concurred in.

Resolution No. 32—(By Delegate A. G. Erlando, No. 213):

WHEREAS, According to Section 91, the price for general committee work shall be \$3 per day; and

WHEREAS, Shoe workers working at their trade, in some localities demand and receive \$3.50 per day; and

WHEREAS, Employers object to this price on the ground that the union itself pays only \$3 per day; therefore, be it

Resolved, That said Section 91 be amended to read \$3.50 per day.

Committee reports favorably.

Concurred in.

Resolution No. 9—(By Delegate T. O'Hare, No. 35):

Sec. 100a:

Local Executive Boards shall have discretionary power to inflict a fine not exceeding the sum of five dollars upon reinstatement of those who have been suspended through their own wilful neglect.

Sec. 45a:

Members shall not be eligible to hold any general or local executive office, unless they have been in good standing for at least six months.

Sec. 17a. Election of general and local officers:

All members, unless giving satisfactory reasons to their Local Executive Board for not casting their ballot, shall be liable to a fine of 50 cents.

On Section 100a of this resolution, the committee reports unfavorably.

Concurred in.

On Section 45a the part referring to General Officers has already been covered by

previous legislation, and the part referring to Local Executive Officers, the committee reports unfavorably.

Concurred in.

On Section 17a, committee reports unfavorably.

Concurred in.

Resolution No. 45—(By Delegates Norman D. Gillespie and Edward L. Morrill, No. 31):

WHEREAS, All Independent Shoe Workers' Unions are a detriment to the best interests of our union; and,

WHEREAS, Members of independent shoe workers' unions are holding office in the Boot and Shoe Workers' Union; be it

Resolved, That in our opinion, members of independent shoe workers' unions cannot be considered loyal members of the Boot and Shoe Workers' Union; and be it further

Resolved, That the Committee on Constitution be instructed to prepare an amendment to the constitution that will make all members of independent shoe workers' unions ineligible to hold any office or serve as delegate to any convention of the Boot and Shoe Workers' Union.

The committee refers this to the convention with no recommendation.

Delegate Gillespie believed that unless some action of this kind was taken, the growth of the organization in his town would be checked. Had many volunteer members. In fact, nearly all of the employees in the different factories were members of the union except in the edgemaking department, where they had only been able to secure one or two. Most of the edgemakers belonged to the Independent Union for which he understood, Bro. T. C. Farrell was business agent, and the fact that the edgemakers refused to join the Boot and Shoe Workers' Union, was occasion for considerable feeling, and retarded organization there. He cited a case in North Abington where the edgemakers in one of the factories desired to become organized, and the business agent of the Independent Union advised them to join Independent Union in preference to the Boot and Shoe Workers' Union. He believed the resolution should be adopted by this convention.

Delegate Ham, of the committee, stated that he had had considerable experience with Independent Unions. He was not in favor of any legislation that was aimed at any particular person, but was heartily in favor of the adoption of this resolution. He believed that

membership in two different unions served to create disloyalty to one.

Delegate Nolan moved the adoption of the resolution.

Delegate Farrell, No. 118, stated it was true that there had been an independent union of edgemakers for whom he had been business agent. This Independent Union had been in existence for twenty years, and he believed that it would be admitted that this Independent Union had never in any way antagonized the Boot and Shoe Workers' Union, but had done good work in its behalf, and had on several occasions, donated money to assist in union stamp agitation. As the various factories adopted the union stamp, the members of the Independent Union had joined the Boot and Shoe Workers' Union, and there really was no independent union of edgemakers in existence today, all of the funds having been turned over to Local Union 118, of the Boot and Shoe Workers' Union. He desired to deny the statement of delegate Gillespie; had made no attempt to get the edgemakers in the Commonwealth factory to join the Independent Union, and they never at any time had more than four members there. In the Regal Shoe factory there were eighteen who had been members for years.

Delegate Morrill stated that the entire Regal shoe factory was organized in the Boot and Shoe Workers' Union except the edgemakers, who claimed they did not want to belong to two unions. Edgemakers coming to this town when asked to join the Boot and Shoe Workers' Union, gave as a reason for not doing so, that they would be discriminated against by members of the Independent Union.

Delegate Byrne favored resolution. He was aware that the edgemakers had a union for years, but supposed they were all affiliated with the Boot and Shoe Workers' Union. If the policy outlined at the Detroit Convention had been carried out, it would not be necessary to pass this resolution here.

Adopted.

The Chair ruled that the adoption of this resolution places the duty on the Constitution Committee to draft an amendment on the Constitution to cover its provision.

Committee stated that Resolution Nos. 15, 2, 22, 23, 25, 66 and 55, all bore upon the election of General Officers and General Executive Board and General Auditors, and submit the

following recommendations as a substitute for all:

First: To amend Section 9 by striking out "It shall require a majority of all votes cast for a candidate for any particular office to elect," and insert "The candidate receiving the largest number of votes shall be declared elected."

Concurred in.

Second: To amend Section 10 by striking out "July" and inserting "June."

Concurred in.

Third: To amend Section 12 by striking out "August" and inserting "July."

Concurred in.

After careful consideration, we, the committee, conclude that the recommendation of the General President that a certain date be selected to vote for General Officers, is impractical and recommend that Section 14 be made to read, "Balloting in the local unions for officers of the General Union, shall take place on the first meeting night in September, between the hours of 4 and 11 P. M., and must be done during the regular sessions of the local union. Ballots to be in charge of the local inspectors of election, and are not to be given to the members until the meeting has been called to order."

Concurred in.

Amend Section 17, by striking out all after "local inspectors" and insert, "Who shall write the name and registry number of each member voting, on a list, and forward same together with the ballots to the General Inspectors of Election."

Concurred in.

Amend Section 19, by striking out "September," and inserting "August."

Concurred in.

To amend Section 20, by striking out "October," and inserting "September."

Concurred in.

The committee recommends the striking out of Section 21.

Concurred in.

The following recommendation was referred by the Committee on Officers' Reports to Committee on Constitution:

GENERAL POLICY.

We approve the recommendation contained in this section, and suggest the following

amendment to Section 49 of the Constitution: "Any violation of Section 49 by members making individual agreements as to wages or conditions, shall be punishable by a fine not exceeding \$100."

Committee on Constitution recommends that \$50 be substituted for \$100, and reports favorable.

Concurred in.

The following recommendation was referred by the Committee on Officers' Reports to the Committee on Constitution:

JOURNAL.

After careful consideration of this section, your committee would recommend the following amendment to the Constitution and Laws:

The General Secretary-Treasurer shall be relieved from his duties as editor and manager of the JOURNAL, and that the General Executive Board hire a competent editor and manager to work under their jurisdiction; that the policy of the JOURNAL be changed so as to give more news of the affairs of the organization, and that arrangements be made with the various locals to send in items of interest regularly. We recommend that the foregoing be referred to the Committee on Constitution and Law.

That portion of this recommendation which refers to relieving the General Secretary-Treasurer from his duties as editor and manager of the JOURNAL, and that the General Executive Board hire a competent editor and manager to work under their jurisdiction, is reported upon unfavorably.

Delegate Whaley stated that this matter should be given careful consideration. The General Secretary-Treasurer was already burdened with too much work, and that he understood the JOURNAL was largely edited by a stenographer.

Delegate Lovely said this convention has already decided as far as editor is concerned. The editor already has the power to employ a competent assistant and is doing so.

Secretary Baine stated it to be his desire to answer some of the remarks which had been made pertinent to this question. "It is true that I have an assistant editor who writes 60 or 70 per cent of what goes into the JOURNAL, but there has never been a single edition of the JOURNAL issued since I assumed its editorship and management that I have not edited, and I solely am responsible for what appears in our JOURNAL.

Delegate Dullea stated that our JOURNAL was considered by competent judges to be the best labor paper in the country, and he could go further and say that this is also granted by the shoe trade journals. Did not believe that the editorship and management of the JOURNAL should be divorced from the General Secretary-Treasurer. Believed that the General Secretary-Treasurer already had power to employ one, two or three assistants if necessary.

Delegate Hubbard expressed the opinion that our JOURNAL may be the best labor paper, but he believed that it should be a kind of a forum where all members could meet and exchange ideas. He stated that it was well written, and its treatment of the subjects appearing in its pages was exceptionally good, in fact, good enough for President Elliott, and the best educated men of the country. In his opinion it was so good, that after reading, many members did not understand it.

We want a department introduced in the JOURNAL that will enable each local to express the views of its members.

Concurred in.

That portion of this recommendation which refers to changing the policy of the JOURNAL so as to get more news of the affairs of the organization, and that arrangements be made with the various locals to send in items of interest regularly, is reported upon favorably.

Concurred in.

Recommendation No. 2, of the General Secretary-Treasurer's report, was referred by the Committee on Officers' reports to the Committee on Constitution.

Recommendation No. 2:

I would (also) recommend that the term of General Auditors be three years instead of one year as at present and that one member of this board be elected each year, no member to be a candidate to succeed himself. In order to put this into practise, I would further recommend that at the election for 1904 the candidate receiving the highest number of votes be elected for three years and the second highest for two years and the third highest for one year. One member to be elected each year thereafter to serve a full three years' term.

Committee on Constitution reports favorably.

Concurred in.

Recommendation No. 3, of the General Secretary-Treasurer's report, was referred by the Committee on Officers' reports to the Committee on Constitution.

Recommendation No. 3:

That all local financial secretaries and treasurers be bonded, a provision to that effect being incorporated in our Constitution.

Committee on Constitution reports favorably.

Concurred in.

Recommendation No. 4, of the General Secretary-Treasurer's report, was referred by the Committee on Officers' reports to the Committee on Constitution.

Recommendation No. 4:

That the words "employment on" be stricken out of Section 50 and the word "constitutionally" be inserted between the words "job" and "declared."

Committee on Constitution reports favorably.

Concurred in.

Recommendation No. 7, of the General Secretary-Treasurer's report, was referred by the Committee on Officers' reports to the Committee on Constitution.

Recommendation No. 7:

That the working fund in the hands of the General Secretary-Treasurer be made \$10,000, and the bond of the General Secretary-Treasurer be increased to \$10,000, and that the words "five thousand dollars" be stricken out wherever appearing in Section 8 and the words "ten thousand dollars" be substituted therefor.

I am moved to make this recommendation because \$5,000 is entirely too small a working fund to properly, or even conveniently conduct the business of our organization.

When our monthly receipts were from \$10,000 to \$15,000 our membership and expenses were much smaller and \$5,000 was an ample working fund. Now, however, our receipts are about \$1,000 per day, our membership doubled and the expenses and requirements of the organization so much increased that it is actually impossible to do business with a \$5,000 working fund.

Committee on Constitution reports favorably.

Concurred in.

The first three paragraphs of recommendation No. 8, of the General Secretary-Treasurer's report, was referred by the Committee on Officers' reports to the Committee on Constitution.

Recommendation No. 8:

That the words "but members in good standing shall be subscribers without charge" be stricken from Section 26 and the words "which sum shall be deducted from the dues of each member" be substituted.

It was due to this objectionable phrase which we desire stricken out that the post-office authorities denied second-class mail rates to our JOURNAL.

These authorities gathered an entirely wrong impression, and one clearly not intended. In order to obviate a recurrence of this kind and to, in fact, be relieved from different constructions that could, and that may be placed on the above section as at present formed, it is necessary to make the recommended change.

Committee on Constitution reports favorably.

Concurred in.

Delegate Willett, Chairman of the Committee on Resolutions, stated in accordance with the instructions of the Convention, had drawn up the following instructions to be pursued by the committee appointed to visit St. Louis:

First—The local unions shall surrender their charters in the A. L. U.

Second—That all the members in the A. L. U. shall make application for membership in the St. Louis locals, and shall declare their loyalty to the Boot and Shoe Workers' Union.

Third—They shall discontinue the use of their label.

Fourth—The committee shall not discuss the merits or demerits of the difficulty, but shall arrange for a settlement upon broad and just lines.

Fifth—That committee shall not agree to reinstate discharged members in the local factories.

Sixth—The question of reinstating expelled members shall be left to the General Executive Board.

Seventh—The committee shall be given the power to make any further agreements it sees fit, but must be along the lines of the policy of the Boot and Shoe Workers' Union.

Eighth—We recommend that the committee commence its duties in St. Louis, Monday, February 1.

Delegate Robinson thought the visit of the committee would be useless if these rules were adopted, and as one of the appointees of that committee, he would decline to go if his hands were tied.

Delegate Russell coincided in the views of previous speaker.

Delegate Goodwin believed that this committee should not serve in the capacity of

messenger boys, but should be left free, and decide according to their best judgment.

President Tobin believed that the committee should not be restricted by instructions, but should be allowed to proceed to St. Louis vested with full power to bring about, if possible, a satisfactory adjustment.

Delegate Warren opposed restricting the committee in any way.

Delegate Sadie Spraggon believed the committee to be fair and would render a decision in accordance with their best judgment. Opposed restricting committee.

Delegate Willett: The committee drew up this resolution to the best of their ability, and felt that censure was not deserved.

Delegate Hubbard believed the hand of peace should be extended to the St. Louis recalcitrants and that the committee should be left unrestricted, and uninstructed.

Report of committee is lost.

Delegate Rongey moved that the committee be instructed to proceed to St. Louis February 1 and conduct their investigation with a view to settling the difficulty along the lines of general policy of the Boot and Shoe Workers' Union, their decision to be subject to the ratification of the General Executive Board.

Adopted.

Delegate Stahr: This Convention devoted three days to the St. Louis representatives, and in the whole course of those three days' proceedings, I failed to hear a single word of endorsement of the actions of the General Officers and General Executive Board. I believe it no more than justice to the General Officers and General Executive Board, that this Convention endorse their action, and I would move that this Convention endorse the actions of the General Officers and General Executive Board in the St. Louis situation. Motion seconded by Delegate Meade.

Motion unanimously adopted.

Delegate Whaley, of Committee on Resolutions, reports that Resolution No. 14 was referred back to the framer and follows in its re-drafted form:

Resolution No. 14—(By Delegate L. J. Willett, Local No. 38):

Resolved, That any member of the Boot and Shoe Workers' Union in good standing cannot be deprived of learning or working at any part of the trade under the jurisdiction of the Boot and Shoe Workers' Union.

Committee reports unfavorable, and submits the following substitute:

That this Convention give to members of the Boot and Shoe Workers' Union the right to change from one branch of the trade to another, provided that the local union having jurisdiction over that branch of the trade, to which he desires to change, is unable to fill the position with a member of its own union, that is satisfactory to the manufacturer. The member who wishes to change, however, shall be deemed a competent workmen in any branch of the trade if the employer is willing to accept his work, and pay the rate of wages prevailing in the factory where employment is accepted, provided said member has been in good standing for six months previous.

Delegate Willett opposed the substitute on the grounds that it was unfair and unjust to deprive any member of the Boot and Shoe Workers' Union in good standing from working at any branch of the trade.

Delegate Meade believed that local unions should have the right to protect themselves against a superfluity of help in that department of the work on which they are employed. Local unions acting along these lines have accomplished quite a little. I believe this organization should definitely establish the principle that any of its members be allowed to learn to operate any machine, but I also believe that we should be safeguarded against a superfluity of help in any department. I do not believe that this organization should place any obstacles in the way of members learning to operate a machine, as such a course would interfere with organization, and I am going to vote against this.

Delegate Kelley (111): A committee of our local appeared before Committee on Resolutions, and showed wherein the original resolution, if adopted, would seriously affect our department. We have worked years to maintain what we have, and our by-laws were approved by the General Executive Board. We do not believe it right that this Convention should compel us to open our doors and let anybody walk in and take our places. We do not believe that any member of our union should be deprived of an opportunity to learn to operate a machine, but we do insist that members of our local, unemployed, should be given the first opportunity. If we cannot furnish experienced operatives, we will not place

any obstacles in the way of other members learning to run our machines, if they can get the chance.

Delegate Shipman believed that the doors should not be thrown wide open to everybody, but thought it would be much better for the young men working in union factories to learn to operate machines in union factories, and under good union conditions, rather than in schools.

Delegate Dullea believed that members of the organization should be allowed to learn any part of the trade they desired. He had children which he hoped some day to make shoemakers, and believed they should not be deprived of the opportunity to learn any branch of the business. We all, or at least most of us, stole our trades. Some twenty years ago there was a certain organization that sought to build a Chinese wall around itself and exclude anybody from learning that portion of the trade over which it had jurisdiction. This policy resulted in the introduction of machinery and establishment of schools.

Delegate Kane (250) said that local questions should be settled locally. He believed that experienced hands should have the preference in their own branch of the trade.

Delegate Turner believed members should have the right to learn any branch of the trade.

Delegate Willett stated that he had been granted an opportunity to learn to operate a sole fastening machine, but could not accept because he was not a member of the sole fasteners' local.

Delegate Egan thought the question should receive the fullest consideration, and that the delegates were there in the best interests of the organization. He believed he should be given the fullest liberty to learn any other branch of the trade if he saw fit. Believed in doing to others as you would that they should do to you; that if this substitute was to operate it would be depriving good members and good union workers of rights we are supposed to promote and protect.

Delegate Warren hoped there would be no legislation enacted that would obstruct any member of our organization from promoting himself to another department of our trade, when such would advance his interests.

Delegate Bump stated that their by-laws might be a little narrow, but that was due to the fact that the workers on their part of the work were more peculiarly situated than any others. When an employer wanted an operative, the machine companies sent an agent to teach him. Believed that a man should not be allowed to learn if it was depriving an experienced man of a job.

Delegate McMorrow stated that the committee had devoted much time to this matter, and had listened to both sides. He stated that the methods of procedure outlined in the substitute was the same as in vogue everywhere. Men who had spent a lifetime at any branch of the trade should receive first consideration, but when it was not possible for the employer to get experienced men, his right to teach apprentices was not interfered with. This recommendation aims to give a member who has worked in one department, and who may be out of employment, and desires to change to another, the right to do so, providing he can get the consent of the employer. It appears to be an equitable adjustment.

Committee's report concurred in.

Delegate Edmunds is desired to be recorded as voting yes.

Resolution No. 61—(By Delegate C. E. James, No. 281):

WHEREAS, The Washburn-Crosby Flour Milling Company of Minneapolis, Minn., has demonstrated its absolute antagonism to organized labor, has scorned any adjustment and positively refused arbitration with a view to settling the grievance for which the flour mill employees of Minneapolis are now out on a strike; and,

WHEREAS, The said Washburn-Crosby Flour Milling Company has openly defied the American Federation of Labor and challenged it to place them, or the products of their mills upon the unfair list, and furthermore to emphasize their contempt for the American Federation of Labor, a representative of said Washburn-Crosby Flour Milling Company did sarcastically offer to give \$1,000 if they were so listed, claiming that it would benefit their business instead of injuring it; therefore, be it

Resolved, By the Boot and Shoe Workers' International Union in convention assembled at Cincinnati, Ohio, January 11, 1904, that the said Washburn-Crosby Flour Milling Company of Minneapolis, Minn., and all of its products be placed upon the unfair list; and all of our affiliated locals be urged to uphold the dignity of organized labor, and to demonstrate its efficiency by adhering strictly

to its injunctions in letter and spirit; and be it further

Resolved, That the Secretary be instructed to send a copy of these resolutions to the Washburn-Crosby Milling Company of Minneapolis, Minn., notifying them of our action.

Committee reports favorable.

Concurred in.

Resolution No. 62—(By Delegate Fred J. Keane, No. 48) :

That no manufacturer, from the date of the convention assembled January 11, 1904, shall be granted the stamp, until said manufacturer signs a price-list approved by the Local Executive Board.

Committee reports unfavorably.

Concurred in.

Resolution No. 63—(By Delegate Thomas Hickey, No. 192) :

Resolved, That the General Executive Board incorporate into the rules governing the union stamp and that it be a part of the stamp contract, that in issuing or re-issuing of the union stamp the following shall apply: That the party of the first part shall agree to give full and free information to any person who may be employed in securing evidence of prices and conditions in the factory to which this stamp is issued.

Endorsed by Local No. 192.

Committee reports favorably.

Concurred in.

Resolution No. 65—(By Delegate F. Hall, No. 228) :

WHEREAS, The Boot and Shoe Workers in the Dominion of Canada are working for wages and under conditions that are considerably less and poorer than obtained anywhere else upon this continent; and,

WHEREAS, This condition of things is traceable directly to the fact that less than one-sixth (1-6) of the boot and shoe workers of Canada are members of our union; and,

WHEREAS, Recent efforts to organize shoe workers to improve conditions and wages proved almost wholly futile, because of the miserably low wages that prevail in the unorganized sections of Canada; and,

WHEREAS, There has been no appreciable improvement in the growth of our union in Canada within the past two years, a condition which is calculated to place our members in a pessimistic frame of mind; and,

WHEREAS, The so-called Independent Shoe Workers of Canada, taking advantage of our lack of growth in Canada, and the consequent discouraged state of mind to our members, seriously threatens to make inroads upon our membership unless immediate steps are taken

to spread the growth of our union in Canada; therefore, be it

Resolved, That the General Executive Board be hereby instructed to appoint an organizer who is familiar with the situation of the shoe industry in Canada, and who shall continue in the field so long as the needs of our union in Canada may require.

Committee reports favorably.

Delegate Hall: You can readily understand the competition we are forced to meet in Canada, and how hard it is to get anything without putting the manufacturer in a bad box. We tried on three different occasions to get price lists from Montreal, but never succeeded. Whenever we presented a bill to the manufacturer, we were told that we were receiving as high wages as paid in any other part of Canada. Not having the price list in vogue in these places referred to, we were compelled at an expense of \$100.00 to send one of our members around to get them. After securing the price list, we found them to be lower than the one we had presented, and not wishing to place the manufacturer at a competitive disadvantage, we compromised. I hope this resolution will be adopted.

Concurred in.

Resolution No. 67—(By Delegate Frank Moriarty, No. 37) :

Resolved, That any member contracting bills through the General Office shall not have the power to serve on the Auditing Committee of the Boot and Shoe Workers' Union.

Committee reports favorably.

Concurred in.

Resolution No. 73—(By Delegate Charles Zoeller, No. 213) :

WHEREAS, Heretofore the union stamp has been granted to manufacturers having prison interests; therefore, be it

Resolved, That there be no more stamps granted manufacturers having said interests, and at the expiration of stamp agreements with said manufacturers, the said stamps shall be withdrawn.

Committee reports unfavorably.

Delegate Zoeller believed if it was true, as stated in the course of remarks of representatives from St. Louis, that goods were being sold as union made, which were not union made, it would be a good thing not to accept report of the committee.

Delegate Kane, No. 250: We have already taken the position in the West of refusing to

endorse contract with a firm having prison interests. Our organization asks other organizations to aid in abolishing contract convict labor, and we do not believe the stamp should be granted to any concern having prison interests.

Delegate Whaley stated that the committee were not unanimous, but the majority felt that our organization could not dictate to the manufacturer where or how he would invest his money.

Delegate Elphinstone said that conditions in Chicago were different than in any other city. There were some factories there that had parts of their work done in prison. They had refused to grant the union stamp to a concern of this kind. The shoe workers of Chicago did not believe in granting the stamp to a manufacturer who had part of his work done by free labor and part done in a prison.

Delegate McMorrow stated that we were not in a position to investigate the details of the investments of manufacturers, or whether a manufacturer had invested money in prison-made goods. Whatever the union stamp appeared on was union made, irrespective of whether a manufacturer had other interests or manufactured other products in a factory distinct from the union stamp factory. We hope to get every manufacturer to use our union stamp, and to have our union stamp appear on as many shoes as possible. He visited Chicago in the interest of the organization, relating to the applications for the union stamp made by Chicago firms, and which were refused by the Joint Council because one of the firms had prison interests. He thought this action of the Joint Council was short-sighted and obstructive to organization.

Did not believe that we should prejudice manufacturers as thieves, but should consider that when the stamp is granted to a manufacturer who agrees to use it as per his contract, that it will not be misused, or his contract violated.

Delegate Swanson differed with the preceding speaker, and had the misfortune to work

for an employer having prison interests. Was pleased that the Chicago Council had taken the stand that they did, and did not think the union stamp should be granted to a firm making four hundred pairs of shoes per day in free factories, and 1,500 pairs in prisons. Was opposed to committee's report.

Delegate Shipman opposed committee's report, and thought that union labor should not be forced to compete with convict labor.

Delegate Erlando stated that the reason why the stamp was not granted to Selz-Schwab, was for the reason that it would bring discredit upon it.

Delegate Ryan stated that if Joint Council granted the stamp to Selz-Schwab, some of this firm's shoes would bear the union stamp, and some would not, and others would be made in prison. That this firm's shoes would be advertised as union made.

Delegate Lovely stated that he did not know of any concern using the union stamp that had prison interests. He stated that he was not interested in the passage of the resolution, but thought it was unfair to judge all localities by the conditions prevailing in Chicago. From a Chicago standpoint, it may have been to their interest to refuse to grant the stamp to certain firms.

President Tobin asked the convention if there was any delegate who knew of any firm using the union stamp that had prison interests.

No delegate knew of any such firm, but some stated that they had heard such to be the case.

Report of the committee not concurred in.

Chair stated that the question now came on adoption of the resolution.

Delegate Studly moved to amend by adding the words, "Unless the manufacturer agrees to discontinue the employment of prison labor on any part of his product."

Amendment adopted.

Resolution as amended, adopted.

Convention adjourned until 1:30.

AFTERNOON SESSION.

President Tobin called convention to order at 2 o'clock.

Absentees: Bubenheim, Carson, Crowley, Emmett, Fauth, Hughes, Stewart, Vaughan.

Delegate Whaley, of Committee on Resolutions, continued his report.

Resolution No. 74—(By Delegate Jeremiah J. Ryan, No. 133):

WHEREAS, The Chicago Shoe Workers 'having established a 55-hour work week after having fought unsuccessfully for the nine-hour workday; therefore, be it

Resolved, That on and after May 1, 1904, nine hours shall constitute a day's work for male employees and eight and one-half hours for female employees in all localities over which the Boot and Shoe Workers have jurisdiction.

Committee reports unfavorably.

Delegate Ryan stated that in Chicago, they worked fifty-five hours per week, and hoped they would be able to secure the nine-hour day in the near future. Believed that nine hours was enough for anyone to work. In Cincinnati, the girls had to go to work at 7 o'clock in the morning, while in Chicago they start to work at 7:30. Hoped that the committee's report would not be accepted.

Committee's report concurred in.

Resolution No. 76—(By Delegate Henry Regan, No. 192):

Resolved, That we, the delegates representing the different local unions of the Boot and Shoe Workers' Union, assembled in convention, do order the General Executive Board of the Boot and Shoe Workers' Union to engage the services of an expert accountant to look into the financial accounts of the General Union at least once in every two years, or whenever the General Executive Board deems it advisable, such accountant to report his findings to the General Executive Board, and they to have such report printed and copies sent to the different locals.

Endorsed by Local No. 192.

Committee reports favorably.

Concurred in.

Resolution No. 77—(By Delegate Henry J. Regan, No. 192):

Resolved, That all work shall be equally divided and that there shall be no laying off of help in union stamp factories during dull times.

Committee reports unfavorably.

Delegate Regan, No. 192, asked the convention to give this resolution favorable consideration, as he believed it was only fair that work should be equally divided, and no favoritism shown.

Delegate Russell favored the resolution. Knew of many cases in Brockton wherein cutters have cut more than the recognized stint in the hope of securing steady employment.

Delegate Hickey stated that he was a member of the Executive Board of his union, and almost all the grievances brought before that board were based on the unequal division of the work. Members had testified that the foremen selected their pets, who were kept in steady employment, while those who were not among the favored few were laid off. Hoped the resolution would be adopted.

Delegate Zoeller stated that this same evil had existed in Chicago until recently. By an agreement with the manufacturers, the work was now divided equally, and there is more harmony.

Committee's report not concurred in.

Resolution as presented, adopted.

Resolution No. 86—(By Delegate James P. McMahon, No. 285):

WHEREAS, In organizing new unions in localities where members have no experience in the management of union affairs, mistakes are very apt to be made unless there be special instructions given to the officers; therefore, be it

Resolved, That organizers be directed to instruct the officers and members as to the proper methods of conducting the business of a local.

Committee reports favorably.

Concurred in.

Resolution No. 87—(By Delegate F. E. Studly, No. 44):

Resolved, That in the opinion of this convention the best interests of both parties to our Union Stamp Contract demand that there shall be no obstruction to regularly appointed or elected dues collectors or business agents acting in the capacity of dues collectors; and be it further

Resolved, That Section 6 of the Union Stamp Contract be amended so as to read:

The employer agrees that the union collectors, or business agents acting in the capacity of collectors, shall not be hindered or obstructed in collecting the dues of the members working in his factory.

Committee reports favorably.

Vice-President Lovely took the Chair.

President Tobin: I have already stated to the convention that we have pending in Brockton a controversy between manufacturers and the union on the question whether or not the business agents shall be allowed in the factories to collect dues. A conference has been arranged between the manufacturers of Brockton and a committee from the General Executive Board for next week. I am inclined to the opinion that serious consequences would result should this resolution be adopted. The manufacturers complain that when business agents go through the factories collecting dues, employees are in the habit of presenting their grievances and at times congregate around the business agent in sufficient numbers to greatly retard the work. I agree that we must provide for the collection of dues, but I believe you will admit that under these circumstances, manufacturers have a grievance. I hope that action will be postponed on this resolution until our next convention.

Delegate Russell said that he believed this convention had already passed a resolution which gave the right to councils or local unions to make rules governing their locality, and this debate was entirely unnecessary.

Delegate Casey favored the resolution. He could vouch for the business agents and collectors of his union, and the complaint of the manufacturers, as far as they were concerned, did not hold good. Favored the appointment of collectors who did not work in factory, as collectors employed in the factory (if they did their duty), would in time be discriminated against.

Delegate Studly believed it was a fair resolution, but in view of the fact that there was to be a conference between the manufacturers of Brockton and the committee from the General Executive Board on this matter, would suggest that this not become operative unless the General Board fails to effect an amicable adjustment of the matter.

President Tobin desired to call the attention of the convention to the fact that our present contract provided that the collectors in the factories shall not be interfered with in the collection of dues. There are two parties to this contract—the manufacturers and the union—and we have no right to amend the contract without the consent of the other

party to the contract. Should we enact legislation here which seeks to amend the contract without the consent of the other party, the manufacturer would then have the same right to amend the contract without our consent.

Delegate Studley desired to ask the President if, in his opinion, the passing of the first part of this resolution would be unfair.

President Tobin stated that it is not right for us to declare that anything is for the best interests of both parties without consulting the other party to the contract. Supposing the manufacturers should make that declaration without consulting us, we would assume the right to say that it is not for the best interests of both parties.

Delegate Studley stated that he believed the resolution should be adopted with the proviso that it would not go into operation, unless the General Executive Board Committee and manufacturers in Brockton fail to reach an amicable settlement.

President Tobin said this convention has declared that the committee appointed to go to St. Louis should not go there with their hands tied, and it would certainly seem inconsistent for this convention to tie the hands of the General Executive Board Committee.

Delegate Dullea opposed the report of the committee. Did not believe our present union stamp contract with manufacturers should be altered in any way, and in his opinion it is not time for us to assume a dictatorial position in dealing with the manufacturers. In view of the fact that there had been a meeting arranged between the General Executive Board and the manufacturers of Brockton, it would be extremely bad judgment on the part of this convention to pass a resolution of this nature at this time.

Delegate Kelley, No. 35, favored the resolution. Believed it should be passed without any amendments.

A roll-call on this question was requested, and it was ordered with the following result:

Yea—Bartlett, Bowe, Brady, Burke (210), Burke (69), Casey, Chubbuck, Cleveland, Costello, Darlington, Donohue, Dorgan, Doherty, Doyle, Duffy, Edwards, Eldredge, Elphinstone, Erlando, Farrell (36), Farrell (118), Fitzsimmons, Ford, Fulton, Ganford, Geddis, Gibbs, Gorman, Graham, Haley, Petit, Hickey, Hickey, Horton, Jocoy, Kane, Kearns, Kelley

(35), Kelley (111), Leach, Lewis, Lynch, Lyseth, Martin, McCabe, McCarthy (365), McConney, McDonald, McIntyre, McMahon (285), Monk, Moriarty (37), Mulcahy, Newcomb, O'Donnell (20), Parks, Perrier, Poole, Randall, Reagan (192), Rooney, Russell, Ryan, Saunders, Stedding, Studly, Sullivan, Swanson, Sindelar, Upton, Waltman, Walton, Williams, Willett, Zoeller—75.

Nay—Batey, Biers, Baxter, Bersuder, Bly, Breatly, Broderick, Bump, Bury, Bustrum, Byrne, Clarke, Conant, Connell, Cody, Daniels, Dehan, Demer, Dennett, Donovan, Dullea, Edmunds, Egan, Foster, Gibson, Gillespie, Goodwin, Gould, Hall, Ham, Harrington, Hayden, Helliker, Holland, House, Howes, Hubbard, Ingalls, James, Johnson (219), Johnson (6), Jones, Kelly (143), Kennedy, Kissell, King, Langland, Lee, Little, Loftus, Lovely (25), Lovely (200), Luippold, Marshman, Martindale, McCarthy (205), McClean, McMahon (99), McManemy, McMorro, Meade, Moriarty (6), Morrill, Mudgett, Murphy, Nolan, Norton, O'Malley, Pearson, Reagan 285, Reilly, Robinson, Rongey, Scannell, Schaeffer Shea, Shipman, Sieverman, Spraggon, Stahr, Steele, Summers, Tateman, Tobin (53), Turner, Vaughan, Warren, Weiler, Whaley, Williamson—90.

Committee's report not concurred in.

Vote: 75 for, 90 against.

Resolution No. 90—(By Delegate George N. Hubbard, No. 192):

Resolved, That the General Executive Board be instructed to devise ways and means to hasten decisions in cases of arbitration.

Committee reports favorable.

Concurred in.

Delegate Robinson of the Committee on Officers' Reports, submits the following:

GENERAL PRESIDENT'S REPORT.

KEEPING CONTRACTS.

Under this section the General President makes the following recommendation:

"We therefore recommend that the General Executive Board be authorized to notify the North Adams Lasters' Union that within a certain period they will be obliged to carry out their agreement with us, and upon failure to do so, members of the Boot and Shoe Workers' Union shall be given employment in the union stamp factories of North Adams, and, we further recommend that our several lasters' unions be requested to ask for 150

volunteer lasters to work upon men's McKay and Welt shoes and be willing to accept employment in North Adams, Mass., for the purpose of protecting the contracts of the Boot and Shoe Workers' Union."

We disapprove the recommendation of the General President, and recommend that this matter be referred to the General Executive Board with instructions to proceed immediately upon lines best calculated to relieve the existing conditions.

Concurred in.

LYNN, HAVERHILL, ST. LOUIS AND MONTREAL.

We approve the action of the General Officers and the manner in which they conducted the affairs of the organization in these cities.

We recommend this convention elect a committee of three who have had no connection with the present controversy there, to go to St. Louis at the close of this convention and endeavor to effect a settlement of the controversy existing there.

Concurred in.

BROOKLYN.

We recommend that this whole matter be left in the hands of the General Executive Board, and at the expiration of existing contracts that no stamp contracts be issued or renewed until all departments are organized into the Boot and Shoe Workers' Union.

Concurred in.

REPORT OF GENERAL SECRETARY-TREASURER. RECOMMENDATIONS.

We recommend that Sections 5 and 6 be referred to the Committee on Constitution and Laws.

Concurred in.

Your committee has studiously considered the General Officers' Reports. We are thoroughly appreciative of the manifold duties and unusual impositions that interwove the ordinary work developing upon their separate offices, during the past year.

Serious difficulties, one succeeding another, found them equipped to conserve the highest interests of our organization. That organization, through their ever wise direction of its affairs, has preserved an immaculate integrity, and, as measured by the total of its progress and the ever-brightening future unfolding before us, such halt as the Boot and Shoe Workers' Union has made, has been no more than momentary.

Our organization possesses no greater bulwark than its officers. Yet, however wise and up-reaching their efforts may be, without the honest support of our membership their efforts can return only a tithe of the benefits accompanying solidarity and united support.

For their work in the best interests of our organization, we should feel profoundly grateful. We, the Committee on Officers' Reports,

wish to express our unlimited confidence in their probity, their determination and ability to always keep our progressive star in the ascendant. To them we extend endorsement and best wishes, and believe their efforts merit the undivided endorsement of this convention.

Respectfully submitted,
F. J. CLARK, Chairman.
E. F. ROBINSON, Secretary.
F. E. STUDLEY.
GEO. N. HUBBARD.
ALFRED STAHR.
GAD MARTINDALE.
MARY GORMAN.
THOMAS O'HARE.
H. GOODWIN.

Adopted.

Delegate Spraggon, Committee on Labels, reported that the communication from the United Brotherhood of Carpenters and Joiners of America, requesting endorsement of their label, which had been read at one of the earlier sessions of the convention, was referred back to the committee. The committee recommends that the label be endorsed, and the General Secretary-Treasurer be instructed to forward the following communication to Frank Duffy, General Secretary of the United Brotherhood of Carpenters and Joiners of America:

Frank Duffy, General Secretary of the United Brotherhood of Carpenters and Joiners of America:

DEAR SIR AND BRO.—The Boot and Shoe Workers' Union, in its sixth convention assembled, endorses the label of the Carpenters and Joiners Brotherhood of America.

We desire to call your attention, however, to the fact that your Local Union No. 1041, of Lynn, Mass., hampered the work of our organization in its struggle to maintain the contracts of the Boot and Shoe Workers' Union in its recent contest in that city.

We would suggest that you place yourself in communication with the above local and notify them of our action.

We would also ask you to urge your local union in St. Louis to purchase shoes bearing the stamp of the Boot and Shoe Workers' Union.

Concurred in

Resolution No. 46—(By Delegate W. H. Parks, No. 35):

Resolved, That a committee be appointed to devise ways and means to boom the sale of ladies' and misses' stamp shoes along lines similar to the methods adopted by the Larkin Soap Company, Cigar Tobacco Trust, etc.

Committee recommends that this resolution be referred to the General Executive Board. Concurred in.

Secretary read the following communications:

To the Delegates of the Sixth Annual Convention of the Boot and Shoe Workers' Union:

Joint Council No. 23, extends a cordial invitation to hold the next convention in the city of Milwaukee.

Fraternally yours,
EMMET HEALY,
President Joint Council No. 23.

Letter received and placed on records.

MILWAUKEE, WIS., Jan. 11, 1904.

To the International Union of Boot and Shoe Workers, in Convention, Cincinnati, O.:

GENTLEMEN—It gives me pleasure, as mayor of Milwaukee to extend to your association a most hearty invitation to select Milwaukee for your next convention. I assure you that all of our people, and particularly the members of your association here would join in meeting you and cordially welcoming and entertaining you handsomely. There is no finer convention city in America than Milwaukee and we want you to come and prove that fact for yourself.

Respectfully,
DAVID S. ROSE, Mayor.

Received and placed on records.

Emmett Healy, care Convention National Boot and Shoe Workers' Union, Cincinnati, O.:

Please urge acceptance of Milwaukee invitations and assure the delegates that a most cordial reception awaits them if they vote to meet in our beautiful convention city.

R. B. WATROUS,
Secy. Citizens' Business League.

Received and placed on records.

MILWAUKEE, WIS., Jan. 11, 1904.

To the Officers and Members of the Boot and Shoe Workers' International Union, in Convention, Cincinnati, O.:

GENTLEMEN—The Citizens' Business League takes great pleasure in co-operating with the local unions of your organization in extending to you a most cordial invitation to hold your convention of 1905 in Milwaukee. Our city is one of the famous convention cities of the United States, and has won a splendid reputation for its royal reception and entertainment of hundreds of associations.

We are very centrally located and easily reached from all parts of the country by rail and water; our city is one of the most beautiful in the country, overlooking Lake Michigan; it is clean, well governed, and there are

plenty of amusement features to entertain visitors while not engaged in the business of their convention. We have many excellent hotels, fine meeting places and everything to make a successful convention.

We urge that you accept the invitation to come to Milwaukee next year.

Yours truly,
CITIZENS' BUSINESS LEAGUE,
By R. B. WATROUS, Secy.

Received and placed on records.

HAVERHILL, MASS., Jan. 14, 1904.

Convention Boot and Shoe Workers' Union:

I shall by these few lines encroach upon your time in order to offer my best wishes for a successful outcome in the proceedings of your convention.

Kindly convey my regards to all those whom you come in contact with and may still remember the silk-hat-crowned Louis of yore.

The eyes of organized labor throughout the country are upon your deliberations and a successful outcome will infuse more life and hope for the near future to the horny-handed toilers everywhere.

Godspeed yours sincerely,
LOUIS WOLFSON.

Received and placed on records.

Delegate Bury, Committee on Appeals and Grievances, submitted the following:

Resolution No. 50—(By Delegate G. F. Eldridge, No. 118):

Local 118 of Brockton hereby presents a grievance for the consideration of this convention, said grievance being that persons are employed in union factories within the jurisdiction of said local who are not members of said local, in violation of Secs. 46 and 47 of the constitution.

G. F. ELDRIDGE,
THOMAS HALEY,
Local 18.

The Committee recommends to this convention that the three be transferred from members-at-large to Local No. 118, if Local 118 demands the transfer, and that initiation fee in all locals shall be the sum of \$1.00, except in the case of persons with a bad union record, when the local union will have the right to raise the initiation fee to a sum not exceeding \$25.00, as the case may be.

Delegate Robinson desired to know if this recommendation was adopted, would it be impossible for the local unions to raise the initiation fee to an amount exceeding \$25.00.

Chair ruled that portion of the recommendation referring to initiation fees out of order, as it was a constitutional provision, and would

properly have to come before the convention through the Committee on Constitution, and the report of the committee will only cover transfer of three members to Local No. 118.

Committee's report concurred in.

Resolution No. 84—(By Delegate G. F. Eldridge, No. 118):

There having been many mistakes found in the counting of the ballot for General Officers for 1902, Local No. 118, upon demand, was granted a recount of said ballot with privilege of a representative; and said recount having been completed the General Officers refused to pay the expenses of said representative; therefore, said local presents the grievance to this convention for their consideration.

Committee reports unfavorably.

Concurred in.

The portion of the General Secretary-Treasurer's report pertaining to the K. of L. difficulty, was referred by the Committee on Officers' reports, to the Committee on Appeals and Grievances.

Your committee recommends that we endorse the action of the General Officers and the General Executive Board in the Lynn and Haverhill difficulty.

Concurred in.

Delegate Tateman, Committee on Constitution, submitted the following:

Resolution No. 53—(By Delegate J. P. Meade, No. 38):

Resolved, That Committee on Constitution be and the same is hereby requested to propose to this convention a constitutional amendment that will abolish contract labor in union stamp factories.

The committee recommends the following substitute:

"Contract labor shall not be permitted in any factory where this union has the power to prevent the same, and no manufacturer shall be granted the union stamp who persists in maintaining such system.

Recommendation of the committee concurred in.

Resolution No. 92—(By Delegate C. J. Mc-Morrow, Local "O"):

Resolved, That the Constitution be so amended as to levy a fine of \$10 for violation by a member of the Union Stamp Contract.

Committee reports favorable.

Delegate Ryan said he was opposed to this resolution, unless we could devise ways and means for fining any manufacturer who violated the contract.

Delegate Bartlett opposed the committee's report.

Delegate Regan, No. 192, inquired who was to be the judge in cases of this kind.

Delegate McMorrow said the intent of the resolution was to place a penalty for the violation of contracts. There had been many violations of them on the part of members of the union. If there was a penalty in our constitution, these occurrences would be less likely to occur, and it would not be necessary to levy the fine, which should be enforced at the option of the local executive board. He expressed the opinion that the delegates who opposed this resolution must be in sympathy with such violations. It is true that the offenders had been censured, but this was not sufficient to prevent a repetition in such cases.

Dullea asked the Chair if this resolution was passed, would the members who might be fined under its provision be allowed an appeal.

President Tobin ruled that they would, as under the constitution all fines are subject to appeal.

Report of committee not concurred in.

Resolution No. 45—(By Delegates Norman D. Gillespie and Edward L. Morrill, No. 31):

WHEREAS, All Independent Shoe Workers' Unions are a detriment to the best interests of our union; and,

WHEREAS, Members of independent shoe workers' unions are holding office in the Boot and Shoe Workers' Union; be it

Resolved, That in our opinion, members of independent shoe workers' unions cannot be considered loyal members of the Boot and Shoe Workers' Union; and be it further

Resolved, That the Committee on Constitution be instructed to prepare an amendment to the constitution that will make all members of independent shoe workers' unions ineligible to hold any office or serve as delegate to any convention of the Boot and Shoe Workers' Union.

Committee reports that this resolution was referred back to Committee on Constitution, to draft an amendment to the constitution that would cover the provisions of this resolution. The committee submits the following:

Amend Sec. 9 by adding after union on fourth line. Page 8, except members holding

membership in any independent organization of shoe workers.

Amend Section 29, by adding: "That no member shall be eligible to any of the above offices; or delegate to any regular or special convention, who is a member of any independent organization of shoe workers."

Concurred in.

Recommendations Nos. 5 and 6 of General Secretary-Treasurer's report was referred by Committee on Officers' Reports to Committee on Constitution.

Recommendation No. 5:

That Section 58 be changed to read: "The revenue of the local unions shall be one-third of all receipts from initiation fees, dues, national and local fines, and the entire receipts from local assessments."

Recommendation No. 6:

That Section 59 be changed to read: "The revenue of the General Union shall be two-thirds of all receipts from initiation fees, dues, national and local fines, and all the receipts from such national assessments as may be levied."

Committee reports unfavorably on both these recommendations.

Concurred in.

Delegate Whaley moved that it be the sense of this convention that a vote of thanks be given to the representatives of the press.

Delegate Sieverman moved to amend by inserting the words "local and the representatives of the Brockton *Times* and Associated Press." so as to make the motion read that it be the sense of this convention that a vote of thanks be given to the representatives of the Brockton *Times*, Associated Press and local press.

Amendment adopted.

Motion as amended adopted unanimously.

Delegate Donohue submitted the following report from the Press Committee:

REPORT OF PRESS COMMITTEE.

Your committee beg leave to report that some of the news writers have sent out reports without regard to the instructions of this convention, which provided that all reports sent out should first pass through the hands of your Press Committee.

We also learn that F. G. R. Gordon, a member of the Boot and Shoe Workers' Union, has caused to be published in the *Lynn Item* and *Boston Herald*, for which he is a writer, reports calculated to place this organization in a false position and intended

to injure our organization, and belittle its officers.

We recommend that in future conventions, delegates shall not be allowed to act in the dual capacity of delegate and reporter, to the end that legitimate newswriters may be protected in their occupation.

JOHN J. HOLLAND.
JOHN P. MURPHY.
WM. TATEMAN.

Delegate Sieverman moved that the report be amended by adding that this convention expresses its disapproval of the reports sent over the wires by F. G. R. Gordon.

Amendment adopted unanimously.

Report of committee as amended, concurred in.

Delegate Regan, No. 192, moved we take Resolution No. 60 from the table and place it before the convention, resolution as follows:

Resolution No. 60—(By Delegate Henry J. Regan, No. 192):

Resolved, That the following be incorporated and be a part of all contracts issued, and in the re-issue of the stamp:

That when a decision on a price-list is rendered by any board of arbitration, the decision shall be in force from the time of presentation of such price-list.

Endorsed by Local No. 192.

Delegate Studly stated that the question treated upon by this resolution was one of the most important coming before the convention, and sincerely hoped it would receive the best thought of every delegate.

Delegate Regan, No. 192, stated that this was one of the most important parts of our contract. In Massachusetts we consider that the State Board does not accord us fair treatment. Our price lists are laid on the table, and some of them are not acted upon within a year. It appears that when manufacturers make applications for reductions, decisions were speedily reached. Previous to 1903, decisions of the State Board went into effect from the time of date of application, but the manufacturers claimed they would not agree to that any longer, and insisted on price lists going into effect from the time decisions were rendered. A committee from our local visited the State Board, and requested that we be informed as fast as decisions were granted, but received no satisfaction. In fact, we feel satisfied that they had arrived at decisions in many

cases, and are waiting until this convention adjourns before submitting them.

Delegate Nolan stated that the resolution had its drawbacks as well as advantages. In one instance where a decision had been reached by a board of arbitration, the workers affected were forced to give a rebate to the employer of from \$20.00 to \$25.00.

Delegate Robinson thought it was a local affair, and should be left to the Joint Council. His experience led him to believe that the State Board of Arbitration was eminently fair. In every case going from Lynn before the State Board, the decision has been favorable to the workers. He thought this convention should not decide when price lists should go into effect, but that the decision on affairs of this kind should be determined by the localities interested.

Delegate Byrne thought it would be unwise for the convention to condemn the State Board of Arbitration, and that when a bill of wages was presented to the State Board, it should be specified when the decision would go into effect, and that it was no more than fair that decisions would become operative from the date of application to the State Board.

Delegate Meade thought it was an equitable arrangement, and that local unions should be as willing to sustain losses incurred by decisions of the State Board, as to accept benefits. It would have a tendency to hasten decisions. We feel that we are entirely within our rights when we protest against the dilatory tactics of the State Board. We believe that their methods are faulty, and that decisions are retarded because of this fact. We believe that only men who can give their full time to the work should be selected to serve on this board, and they should be men with considerable experience in the work that is to come before them. I do not believe this resolution will be considered binding on the manufacturer without his consent, and I believe we are perfectly safe in pursuing this policy.

Delegate Hubbard said that he did not believe we should pass any law here instructing the Massachusetts State Board how they should do business, but believed we should bring to their notice the fact that we are not satisfied with their method of doing business. An attempt was made in Brockton to organize a local board of arbitration, before which, all

matters of dispute would be presented, and only such cases as the local board were unable to settle satisfactory to both sides, would go to the State Board of Arbitration. This proposition was satisfactory to all of the local unions except one, and it is just possible that the State Board of Arbitration is withholding decisions, believing that if this local board is formed, many of the cases now pending could be settled by this board. Expert reports have been turned into the State Board of Arbitration for two months with no decision forthcoming. The members whom he represented wanted these cases settled, and some action taken whereby decisions would be rendered more promptly. Was not convinced that it would be good policy to adopt this resolution. Should a case be submitted to the board, and a decision rendered three months after it was submitted, and the decision be a reduction, did not believe the decision could be enforced.

President Tobin stated this resolution attempts to slight our union stamp contract, while discussion shows the fault is with the State Board of Arbitration, and if this is true, we should seek a remedy for the faulty methods of the board, and leave our contract alone. I wish to again call to the attention of the convention that this resolution seeks to amend our contract without the consent of the other party to the contract. If we were to adopt a resolution of this kind, the manufacturer could resolve to date prices a year after decision has been rendered, and would be within his rights. We cannot expect that the decisions of the board will be always in our favor, and should decision be rendered that calls for decreases, the provisions of this resolution would be found fault with. He recalled an instance of his visit to the State-house, and finding three cases pending. The business agent of the Manufacturers' Association was there, awaiting the business agent of one of the locals in Brockton, and an adverse decision would have been rendered against the union had he not ventured to appear for the local union. The delay is not always the fault of the arbitration board.

Delegate Hubbard submitted the following amendment:

Resolved, That the General Executive Board be instructed to act with the Legislative Committee of the State Branch of the A. F. of L.,

with a view to seuring legislation in the State of Massachusetts that will hasten decisions in cases of arbitration.

Amendment adopted.

Resolution as amended, adopted.

Delegate Meade, of Brockton, in a brief speech, extended the thanks of the Brockton delegation to Brothers Steding and Burke, of Cincinnati, for their untiring efforts in entertaining the delegates from that city, and presented each with a ring.

The lady delegates presented Delegate Weitler, of Cincinnati, with a beautiful vase.

The convention extended a vote of thanks to Sister Weitler and Brothers Tateman and Bury, of the Cincinnati Reception Committee.

The Secretary read the following communication:

CINCINNATI, O., Jan. 20, 1904.

To the Boot and Shoe Workers' Union, in Special Convention Assembled:

MR. PRESIDENT, LADIES AND GENTLEMEN—I submit my sincere thanks for the courtesties extended to me as an individual and as a representative of the Brockton *Times* by this convention.

Respectfully and fraternally,

FRANK R. BARNARD,

Members Boston Newspaper Writers' Local No. 1, I. T. U.

Accepted and spread on minutes.

Delegate Martindale called the attention of the convention to the fact that the appeal for financial aid from the Western Federation of Miners had not been acted upon by the convention.

Delegate Lovely, No. 200, moved that the matter be referred to the General Executive Board.

Adopted.

Delegate Reagan, No. 285, stated that the North Adams delegation desired to extend a vote of thanks to Organizers Sieverman and Robinson for the good work they had done for the shoe workers in that city for the last year.

Adopted.

President Tobin: I desire to say to the convention that Mr. Joseph Minogue, reporter for the Cincinnati *Enquirer*, informs me that he has attended many conventions during the past fifteen years, and that without doubt, this was the best behaved body of men and women

that he has mingled with; that, particularly, he never saw delegates attend a convention in the same numbers as our delegates have attended here. The same was said of our conventions in Rochester and Detroit, and the hotel proprietors have been unanimous in the same opinion. You remember, I said to you, or to the representative of the woodworkers, when he presented this gavel, that all that would be necessary would be a feather to rule the convention. It has been unnecessary to use the gavel, except at the end of reading resolutions.

I am more than pleased with the conduct of the delegates, and want to say I appreciate more and more, the fact that we have in our ranks, men and women who can conduct themselves as you have during this convention, and I speak for our next convention a much larger delegation, and even better harmony than has prevailed at this convention, and I know every delegate will go home and work for this organization.

You have my sincere thanks.

Chair stated that nominations would now be in order to select the next city for the convention. Local unions vote in January whether there shall be a convention held that year, and if held, will take place in June.

Delegate Ryan nominated Milwaukee, Wis.

Delegate Edmunds nominated Toronto, Ont.

Delegate Kelley (35), nominated Boston, Mass.

Delegate Byrne nominated New York, N. Y.

The Chair appointed Delegates Byrne, Schaeffer and Hickey to act as tellers.

The vote resulted as follows:

Milwaukee, Wis., 39; Boston, 30; New York, 30; Toronto, 24.

Chair declared that the next convention would be held in Milwaukee, Wis.

Convention adjourned with the singing of Auld Lang Syne.

CHAS. L. BAINE,
General Sec.-Treas.

UNIONISTS

ARE IN DUTY BOUND TO BUY
"UNION LABEL GOODS."

ALL OTHERS

Should purchase UNION LABEL GOODS, as by so doing the condition of
the workers is improved and

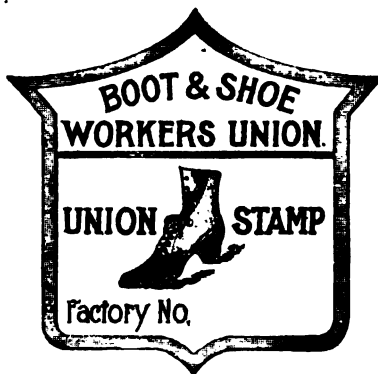
BESIDES,

Other things being equal, better value is obtained for the money.

"BY THIS SIGN WE SHALL CONQUER."

ENDORSED BY THE
AMERICAN
FEDERATION OF
LABOR.

THE ONLY UNION
LABEL OF THE UNITED
SHOE CRAFT.



THE ONLY GUARAN-
TEE THAT
BOOTS AND SHOES
ARE NOT
MADE BY
CONVICT OR SCAB
LABOR.

REGISTERED.

When Buying Shoes

Demand goods bearing the above device
impressed upon the sole, insole, or lin-
ing, and purchase none other.

**"Labor is the Foundation of Society
and of Government."**

FREE INSTITUTIONS MUST PERISH

Or Ignorant, Convict and Scab Labor must be superseded by
Intelligent, Free and Union Labor.

RE
1906
GIFT
DEC 28 1914

UNIVERSITY

PROCEEDINGS
of the
SEVENTH CONVENTION
of the
Boot and Shoe
Workers' Union



Held at the Masonic Bldg.
MILWAUKEE, WIS.

June 18 to 28, 1906

PROCEEDINGS

OF THE

SEVENTH CONVENTION

OF THE

Boot and Shoe Workers' Union

Held in Masonic Building,

MILWAUKEE, WISCONSIN,

JUNE 18 to 28, 1906.



1906.

Press of S. E. TATE & Co., 385 Broadway.
MILWAUKEE, WIS.

PROCEEDINGS

OF

Seventh Convention of Boot and Shoe Workers' Union

FIRST DAY—MORNING SESSION.

The Seventh Convention of the Boot and Shoe Workers' Union met at Masonic Hall, Milwaukee, Wis., June 18th, 1906.

Convention was called to order at 10:10 A. M., by President Tobin, who introduced First Assistant District Attorney Price, representing the Mayor of Milwaukee, who was unable to attend.

Mr. President, Ladies and Gentlemen:

My first understanding in regard to this matter, when I agreed, in the absence of the Mayor, to welcome you to the city, was that this was to be at 9 o'clock this morning, and as I have a case in court to attend, I will have to cut short what I would have taken great pleasure in saying to you. The Mayor has been away from the city for three or four days, returning this morning. He has many things to take care of, and in fact, not knowing of this Convention, he could not be here, but I take great pleasure, and it is an honor to convey to you the disappointment of the Mayor in not being able to come here in person this morning to welcome you to this city.

He wishes me to invite each and every one of you to the City Hall to visit him there and ask any favor that you may desire, and I am certain that it will be granted. There has been a custom that we hear of in European countries of formally and officially turning over to the guests the key of the city. That was an old custom, but the Mayor in his administration has done away with that custom, and hereafter he says when the people enter the bounds of the city, any wish, desire or favor they ask for will be granted without any restriction whatever.

This City of Milwaukee, from a historical standpoint, I believe, is known today as one

of the greatest convention cities in the United States; in fact our records and books show that there is almost a constant convention in this city from the first day in the year until the last, and there is a sort of precedent or reason for that when you consider, from historical standpoint, that back two or three hundred years ago, as far as the Indian history goes, this same City of Milwaukee, and possibly where we are now, the ground on which this building stands, was the assembling, or camping ground for the Indians that came from all parts of the United States to this one spot in Milwaukee to have their peace conferences.

Indian history gives us the authentic fact in regard to that. The first great convention in that line was that when Pontiac, about 15 years ago, came here to organize against the British government, and it was in this same spot that he had all the different tribes assemble that they might organize a large Indian army against the British government.

From that time on it seems to have been a convention city, and the people come here and we try to do our best to entertain them. There are some interesting points in regard to the legends of the City of Milwaukee, in regard to the old Indian tribes coming here and the idea I wish to impress was that no matter how revengeful they felt toward each other, no matter what the spirit of anger, when they came here for the time being, they settled down in peace, friendship and harmony and agreed amongst themselves that there would be no trouble during that convention, no matter what fights and wars and battles they might take up after.

So I hope that in your Convention, no matter what thoughts of ill-will or prejudice you may

the city, when you leave you with you the old thoughts of that you came here on a friendly call you could to make your or better for yourself, your community government, and that when you will leave with a most friendly the people in this city.

ke to go into detail and tell you right to see in Milwaukee. We the first cities in the United the world that we know of, to ark board. That park board was th the idea of giving the people several small parks, although we rge ones, instead of one or two where most people could not go. more parks than any other city y, and in regard to that I want attention to our beautiful Juneau gives you a beautiful view of the le who have seen all the bays and world say that it compares favor- bay of Naples, as far as beauty

inley Park, where people can go enjoy the bathing. Then Lake the most beautiful natural parks y, and from there we invite you d, a miniature world's fair, which gressiveness of the city to sup- institution. And still we have about the same size, going up side, which you should see.

ur public buildings are concerned, largest municipal museum in the ; we have a magnificent library; art gallery that is worth seeing s a collection of pictures by the n the world; a soldiers' home, ty years ago for the Civil war

the healthiest city in the United ave the largest tanneries in the ; the largest breweries, and the ery producing establishment in e have an establishment here 50 engines every 30 days, which must be a great industry.

to take up the industrial side of h is most essential I think in a this kind to show the industrial

side, to show the opportunities for labor, to show the progressiveness of the city, and before I close, in connection with this, I want to call your attention to the fact that during the campaign which we had here recently, that Mayor Becker, although a young millionaire, got up on the stump and said he was for Union Labor, he employed only Union Labor (applause), and to confirm his statement and not to let it rest because the people of this city elected him over a mayor who had been elected four times, he, at the first opportunity, when the council of this city voted a resolution of sympathy with a striking union of this city, it was approved by the mayor. (Applause.)

In conclusion I again wish to convey to you the sad disappointment of the mayor in not being here, on account of the various important matters taking place when I left his office a moment ago, and we hope you will have a fine time and enjoy yourselves; the city is yours, do as you wish and call at the City Hall, if you have time, and meet the mayor as he would be very glad to meet all of you.

President Tobin responded to the invitation extended by Mr. Price in a few well chosen words, and then introduced Frank J. Weber, business agent of the Federated Trades Council of Milwaukee and also organizer for the Wisconsin State Federation of Labor, who made the following address of welcome:

Mr. President, Delegates and Fellow Trade Unionists:

In the name of organized labor of the City of Milwaukee and the State of Wisconsin, I have the honor of welcoming you to our midst, as the representatives of the organized boot and shoe workers of the United States and Canada, who are gathered here in their seventh conclave in the Cream City—the city situated on the most beautiful bay of the great lakes—to devise ways and means to obliterate the dark shades, the injustices and cruel wrongs perpetrated on the wage workers in the industry you have the honor to represent.

Today, in spite of the pseudonymous prosperity that exists, the world is filled with the cry that there is something wrong at the foundation of society. There are but a few thinking people who will not admit that there is

something wrong with our social system. The fields are green, the earth yields up her bounty, the sea and soil their riches, all nature is generous in her beautiful gifts, man is a willing worker, genius has made it possible to make the laborer's productivity manifoldly greater than was his progenitors. Yet, in spite of nature's bounty, and man's energy and willingness to strive, despite progress made, we find that heart-rending misery abounds.

We may boast of our modern civilization, we may pride ourselves upon our constitutional and political liberty; we may feel the swelling throbs of enthusiasm as we read the beautiful sentiments of human freedom in the Declaration of Independence—still the whole outside world stands aghast with its own impotency to cure or even allay the evils resulting from the modern system of industry and commerce.

Under our system of production we see densely packed tenements, where workers are housed, recalling to one's mind the famous prisoners in the black hole of Calcutta; the workers in the bowels of the earth, delving like ants in the hills, and often as ruthlessly crushed under the heel of greed, the factory, shop and mill operators ruled in their motions by the velocity with which steam and electricity can drive the wheels of machinery; the women taking the places of men at hard manual labor, and they in turn being supplanted by the toil of young and innocent children, whose years should be spent, and profitably spent, in the schoolrooms and the playgrounds.

We trade unions of modern times say with a great economist that "it is far more important to work at the prevention of misery than to multiply places of refuge for the miserable." That the practical application and work to prevent misery is by finding opportunities for employment, to reduce the hours of labor, to secure better homes, improved surroundings, which elevate the mind and cultivate the natures of men and women, to build schools and playgrounds in place of jails and arsenals, to remove the cause of the greatest incentive to demoralization and depravity.

The trade unions made no pretensions of what their highest aim or ultimate ideal may be, but they make under one present system of society the only practical, tangible battle today against the unjust conditions resulting

from our anarchic industrial method. Despite all cant, ridicule, antagonism, damnation, they are more human than the dilettante humanitarians, more charitable than the organized charities; afford more protection than all other forms of organization against the aggressions of corporate trusts; more deeply religious than all the recognized sectarianism.

The trade unions recognize the fact that conditions of toil cannot continue for all time as they are today, they realize that justice, wrong, class legislation and many of opportunities must make way for a more and nobler conception of men's rights and men's duties toward each other. Speaking the trade unions of today are the real defenders of the people's interests, the living, throbbing, working engines toward more humane, societary conditions for all men.

Brother President, Delegates and Unionists, let me say on behalf of the thousands of the tiny wage slaves, who are working in the mines, factories, shops, stores and farms, whom you are helping to rescue from the clutches of the Graball-almighty, the worshipper, and place them in the schools and playground, we welcome you in their behalf. Let me say in behalf of the thousands of men, women and children who are driven to crime on account of remorseless competition and whose lot of life under our present system of society you are assisting to lighten and brighter, we welcome you in their behalf.

Let me say in behalf of the tens of thousands of widows and orphans, who are forced by our present system of society to wander from door to door and plead for a morsel of life in their frail bodies, whose sorrows and miseries you are endeavoring to relieve, we welcome you in their behalf. Let me say in behalf of the daughters of the wage slaves who under our present system of society are forced to sacrifice their honor and virtue, because no one will pay them for their services and for whom you, as trade unionists, are building the ramparts of protection, so that they may be led to the holy altar as unblemished brides, we welcome you in their behalf.

Let me say in behalf of the 200,000 old gray haired men and women w

produced wealth the best of their days for others, and now are forced to spend their declining years in the various pauper institutions of our country and whose position in life you are endeavoring to change so that they will not be forced to become objects of charity in the future. We welcome you in their behalf.

Again we welcome you as a part of the great army of trade unions, which are the school of political liberty, the hope of economic freedom, "A pillar of cloud by day, a pillar of fire by night, that lead and guide the host of labor onward and upward, to the goal of their emancipation."

We trade unions of the City of Milwaukee and the State of Wisconsin, welcome you as part of that great army of organized wage-workers that are fighting the battle of today for a nobler manhood, a more beautiful womanhood and a happier childhood, a higher civilization for the human family of the future.

In conclusion, let me say that each and every delegate of those here assembled, should be imbued with the idea and spirit that upon him rests the great responsibility of representing the best interests of the members of the Boot and Shoe Workers' Union, that their lives, their hopes, their liberty, now and hereafter are in their hands, so that after the work of this, your Seventh conclave, is done, each delegate may have reason to feel and know that he or she has been instrumental in advancing the Boot and Shoe Workers' Union another step along the rough pathway of progress. May your deliberation be such that when you return to your several homes to again meet those who have placed their hopes and aspirations in your hands, that they may with gladdened and upturned eyes, cheeks glowing with exultation, hearts throbbing with joy, gather around the banner of the Boot and Shoe Workers' Union and will, with one accord, exclaim, "Well done, thou good and faithful servant." Thou hast assisted in lightening the burdens of the boot and shoe workers of the world.

I thank you for the honor bestowed, and the attention paid me and once more welcome you to the hospitality of the trade unions and our beautiful city.

President Tobin then introduced Emmet Healy, a member of the General Executive Board, representing the Joint Council No. 23 of Milwaukee, who said in part:

Mr. Chairman and Fellow Shoe Workers:

I have been selected by Joint Council No. 23 of Milwaukee to welcome you on their behalf, and to let you feel that although we are not as great in numbers particularly as some of the centers which you have the pleasure and honor of representing, and while great numbers are to be recognized and acceptable at all times, I wish to state that the small numbers of Milwaukee are of the quality which make them particularly acceptable to the shoe workers or to any trade union movement.

A delegate returning some time recently from a convention, being interviewed by a reporter, was asked as to the situation and how the probable result might affect his district, and he stated that when the Irish got through talking and the Germans got through thinking, there might be something doing up there, and I believe that applies to the present instance; when the Irish get through talking and the Germans get through thinking, perhaps we will have something doing in Milwaukee.

I wish to say to you (and I wish the President had mentioned it, because I wish to reply to him as to what has been done in Milwaukee) there has been great energy, perseverance, money and time spent in attempting to build up the movement in Milwaukee. That we have not a great organization here to welcome you is not our fault in Milwaukee. It is not the fault of the General Officers, because they have responded to every appeal which we have made to them. They have assisted us generously, and to overlook this fact would be a great slight on the part of the Milwaukee shoe workers.

Many of the shoe workers show an inclination to remain outside the organization until the conditions under which they are obliged to work become unbearable and not until then will they seriously consider joining the organization of their trade.

I desire to say something with reference to the women in our trade. Frances C. Willard probably knew more of the conditions of what

the women of this country have to suffer than any woman that ever put herself in the place of an investigator. She met all conditions; she met all manner of women, and she was particularly interested in the working people and in the working women. She says "it is not society they want, it is not suffrage they want; but it is organization. The American girl will never receive the recognition which is due her, the recognition which is hers by right of birth, never receive the recognition of the lowest menial that lands here from foreign shores without organization." A French writer states that the American girl has the grace, beauty and character which stamp her as the first woman of the world, and I desire to second the words of this French writer.

I will not take up any more of your time but will close by extending to you in behalf of the Boot and Shoe Council of the organized shoe workers of Milwaukee all the warmth that the word welcome can convey to you. During your stay here the latch string will be out. The services of the reception committee are at your disposal to the end that your visit here may not only be one of business, but pleasure as well. I trust the result of your deliberations will bring more honor and glory to our grand organization, and that when you return to your homes, you will carry with you many pleasant recollections of your visit to Milwaukee.

Delegate Mary Anderson, 94, stated that inasmuch as the hall was excellently ventilated, no inconvenience could be felt by the women delegates were the men delegates allowed to smoke and moved that this privilege be granted them. Motion adopted unanimously.

On motion by Delegate Watson, 192, the thanks of the Convention were extended to Delegate Anderson of 94.

President Tobin then called for the report of the committee on credentials. Angus McDonald, for the committee on credentials, submitted the following report:

REPORT OF GENERAL AUDITORS ON CREDENTIALS.

We, the General Auditors, having examined the registry cards at Headquarters, of all the local unions that sent duplicate credentials, found the following local unions entitled to

delegates here reported, and we recommend that they be seated, as no protests have been received:

- | NO. | PLACE. |
|-----|---|
| 1. | <i>Haverhill, Mass.</i> — Henry S. Baxter, Joseph LaFleur. |
| 2. | <i>Haverhill, Mass.</i> — Thomas M. Bly, John Langland. |
| 6. | <i>Haverhill, Mass.</i> — William H. Woodbury, Annie Garfield, Eliza Vaughn, |
| 13. | <i>Buffalo, N. Y.</i> — C. W. Martin. |
| 15. | <i>Rochester, N. Y.</i> — Gad Martindale, J. C. Schaeffer, A. J. Whaley. |
| 19. | <i>So. Framingham, Mass.</i> — Thos. Boyle. |
| 20. | <i>Middleboro, Mass.</i> — Alvin C. Howes, John L. Luippold, Edward A. Perry, George W. Dunham, Albro L. Raymond, Fred N. Staples. |
| 21. | <i>Manchester, N. H.</i> — Michael McGuiness. |
| 25. | <i>St. Louis, Mo.</i> — Collis Lovely, Geo. Campbell. |
| 26. | <i>Haverhill, Mass.</i> — J. A. McMillan, Henry Sicard. |
| 28. | <i>Manchester, N. H.</i> — Charles D. Perkins, Michael J. Dwyer, |
| 30. | <i>Detroit, Mich.</i> — William J. Emery. |
| 31. | <i>Whitman, Mass.</i> — Clarence H. Townsend, Wm. G. McAvoy. |
| 32. | <i>Lynn, Mass.</i> — Jos. J. Chatterton, Chas. Murray, E. F. Robinson, Charles Gibson. |
| 35. | <i>Brockton, Mass.</i> — Curtis A. Batchelder, F. H. Moore, R. G. Hasty, C. T. Ford, J. W. Kelley, M. F. Saunders, C. T. Laird, C. A. Kelley, W. F. Russell. |

- | NO. | PLACE. | NO. | PLACE. |
|-----|--|------|--|
| 37. | <i>Brockton, Mass.</i> — Frank Moriarty, Jas. Costello, D. F. Sullivan, T. Edw. McDonald, Geo. F. Chubbuck. | 99. | <i>Lynn, Mass.</i> — J. B. Abbott. |
| 38. | <i>Brockton, Mass.</i> — John P. Meade, Daniel Harrington, Timothy Keating, John O'Connell, John Stack, Michael Lyons, Wm. Butler. | 105. | <i>Whitman, Mass.</i> — J. F. Buckley. |
| 44. | <i>Brockton, Mass.</i> — Jeremiah F. Casey, Warren M. Hatch, James Duffy, Frederick E. Studley, Mrs. Nellie O'Boy, Robert Upton, James O'Brien, Charles O'Brien. Thomas Monks, John Geary, Mrs. Nellie McCabe, Nellie R. Moran, Annie Talbot, Nora Sweeney, Sarah Shougrow. | 108. | <i>Lynn, Mass.</i> — Flora Chandler, Cecelia McQuaide. |
| 45. | <i>Auburn, Me.</i> — J. E. Minihan. | 111. | <i>Brockton, Mass.</i> — Michael J. Hallinan, Frank M. Bump, Chas. F. Chevigny, Michael F. Kenney. |
| 48. | <i>Rockland, Mass.</i> — James F. Kane, John F. Nolan, John H. Gallagher, Geo. H. Conant, Arthur B. Higgins, Mary Leary, John F. Hannan. | 118. | <i>Brockton, Mass.</i> — Thos. C. Farrell, Peter D. Monaghan, Frank Byrne, F. W. Mottau. |
| 53. | <i>E. Weymouth, Mass.</i> — Peter F. Hughes. | 122. | <i>Randolph, Mass.</i> — Moses McGaughey, Thomas O'Brien. |
| 59. | <i>Marlboro, Mass.</i> — George McManamy. | 126. | <i>St. Louis, Mo.</i> — Thomas Cosgrove. |
| 68. | <i>Cincinnati, Ohio</i> — George Bury, Wm. Tatemam. | 130. | <i>No. Brookfield, Mass.</i> — Jos. Short. |
| 69. | <i>Whitman, Mass.</i> — Cornelius F. Sweeney, Charles E. Lowell. | 133. | <i>Chicago, Ill.</i> Arthur Elphinstone. |
| 74. | <i>Brockton, Mass.</i> — Thomas F. Kearns, Thomas F. Kane, Wm. F. Barry, John Dahlquist, James M. Wood, Thos. F. Smith, Joseph Carver. | 141. | <i>Philadelphia, Pa.</i> — Chas. J. McMorro, Jr. |
| 93. | <i>Chicago, Ill.</i> — Charles L. Nitsche. | 143. | <i>So. Braintree, Mass.</i> — John F. Kelley, John F. Madden. |
| 94. | <i>Chicago, Ill.</i> — Mary Anderson. | 150. | <i>Rochester, N. Y.</i> — Anna Mulryan, Minnie Flynn. |
| | | 159. | <i>Syracuse, N. Y.</i> — Jacob C. Meyers, Chas. Wartusch. |
| | | 160. | <i>Brooklyn, N. Y.</i> — Philip J. Mathews, Patrick Gillen. |
| | | 170. | <i>Milwaukee, Wis.</i> — Emmet Healy. |
| | | 191. | <i>Haverhill, Mass.</i> — T. W. Penwell, H. E. Dunnells. |
| | | 192. | <i>Brockton, Mass.</i> — Thomas B. Hickey, Thomas Lynch, Edward P. Holmes, Wm. Watson, Henry J. Regan, Jeremiah Toomey, Patrick J. Cantwell, Wm. J. Collins, Bart Ford. |
| | | 197. | <i>Sheboygan, Wis.</i> — Chas. L. Dehling. |

- NO. PLACE.
205. *Lynn, Mass.*—
John D. Dullea,
James F. Lovett,
Wm. H. McCarthy.
207. *St. Louis, Mo.*—
M. T. Flahive.
210. *Cincinnati, Ohio*—
Henry F. Schmidt.
213. *Chicago, Ill.*—
Mat Kaspar.
222. *Cincinnati, Ohio*—
R. A. Miller,
Orville Turner,
Aug. Schaffield.
225. *Auburn, Me.*—
Philip J. Byrne.
228. *Hamilton, Ont.*—
Joseph J. Gimblett.
232. *Hamilton, Ont.*—
E. W. A. O'Dell.
233. *Toronto, Ont.*—
Fred J. Crump,
Wm. Stewart.
234. *Hamilton, Ont.*—
Mrs. Thirya Epps.
249. *Montreal, Que.*—
Zotique Lesperance,
James O'Reilly.
256. *Brockton, Mass.*—
Thomas Ahern,
W. M. Steele,
Nicholas Bowe,
Malcom T. Frazier.
259. *Stoughton, Mass.*—
Geo. F. Clark.
260. *Lynn, Mass.*—
John R. Ronald,
Max Lappin.
266. *Montreal, Que.*
Valantin Paulin,
Charles Bilodeau.
269. *New Orleans, La.*—
James Corcoran.
276. *Racine, Wis.*—
Harry Poland,
Ferdinand Engler.
278. *Webster, Mass.*—
John H. Ryan,
Fred Dumas.
281. *St. Paul, Minn.*—
C. E. James.
282. *Neenah, Wis.*—
A. Schwartz.
287. *Haverhill, Mass.*—
George F. Clough,
Walter H. Edmonds.

- NO. PLACE.
289. *Lynn, Mass.*—
John P. Murphy,
Eugene F. Leighton.
292. *Omaha, Neb.*—
W. M. Lee.
295. *St. Paul, Minn.*—
Andrew Marazzane.
298. *Chicago, Ill.*—
G. G. Ware.
305. *Buffalo, N. Y.*—
Wm. Rohrdantz.
315. *Elmira, N. Y.*—
M. H. Lydon,
W. H. Ostrander.
319. *St. Paul, Minn.*—
Margaret Kreger.
338. *St. Louis, Mo.*—
Delia Stanton,
Kitty Ryan.
340. *Janesville, Wis.*—
John R. Horn.
341. *Haverhill, Mass.*—
James H. Moran,
Edward F. French.
351. *Milwaukee, Wis.*—
C. H. Godfrey.
361. *No. Weymouth, Mass.*—
Frank H. Gunville,
Isaac McIsaac.
363. *Keokuk, Ia.*—
E. Vaughn,
Wm. Haisch.
364. *Cincinnati, Ohio*—
Mollie E. Weitler.
365. *Brockton, Mass.*—
Dennis E. McCarthy,
Thomas Rooney,
Edward J. Brown,
Nellie O'Brien,
Thomas Naves.
371. *No. Abington, Mass.*—
Edward C. Cole,
John H. Mackins,
Michael J. Connolly.
377. *Honesdale, Pa.*—
Theo. Hebert.
397. *Manchester, N. H.*
Frank Conners.
405. *Hornellsville, N. Y.*—
Harry McEvoy.
406. *Brockton, Mass.*—
George B. Cushman,
Harold A. Tyler.
409. *Green Bay, Wis.*—
Wm. F. Kreuser.

- NO. PLACE.
415. *Auburn, Me.*—
Leonard E. Marshman.
416. *Auburn, Me.*—
J. H. Pratt.
418. *Auburn, Me.*—
Effie Howatt.
419. *St. Paul, Minn.*—
Oscar Miller.
425. *Whitman, Mass.*—
James T. Condon.
428. *Montreal, Que.*—
J. F. Barbeau,
Willey Martel.
0. *At Large*—
George B. Robinson,
Augustus Hopkins.

A committee from the local executive board of Union No. 108 waited upon us to request a decision as to the eligibility of Flora Chandler, who had been transferred to "Membership at Large," after having been elected a delegate in that local union. We decided that inasmuch as Section 108 of the Constitution provided that members must be attached to the local union they are elected to represent six months previous to election, the member in question had complied with the requirements of the Constitution, and was, therefore, eligible to serve as a delegate, and therefore her name is reported.

We came to the same conclusion in the case of W. H. McCarthy, of Union No. 205, who had also been transferred from that local union after the election took place.

Local Union No. 133 submitted the names of two delegates, but on examining the registry cards, we found that one, J. B. Dunn, had only been attached to the local union from February 10th, 1906, and was, therefore, not eligible to serve under Section 108 of the Constitution, and his name is not reported. We, therefore, report but one delegate from that local.

Fraternally submitted,
ANGUS D. McDONALD,
HARRY G. COBBIN,
THOMAS O'HARE,
Committee on Credentials.

Chairman McDonald of the committee on credentials stated further, since making up our report, we have received a written communication signed by William McGill, protesting the

seating of Brother W. M. Lee, as delegate from local No. 292, Omaha, Neb., but inasmuch as the communication is not upon official paper, nor bears the seal of local union, the credential committee has taken no action upon the matter, but would request that the interested parties appear before our committee at 1 P. M. today.

Delegate Casey, of Union 44, stated that Delegate James Duffy of that union was unable to attend the Convention because of illness in his family, but that Elmer Canary was asked the way to serve in his place.

Delegate Kelley, Union 143, stated that the credential committee had read the name of John F. Madden, who was unable to attend but the alternate, William J. Madden, was asked the Convention to serve in his stead. There being no objection, William J. Madden was seated in the place of John F. Madden.

Delegate Laird, 35, desired to ask the General Secretary-Treasurer, through the chair, the following question: "How much money has been advanced, loaned, or donated, directly or indirectly, for the purpose of assisting local unions, joint councils, delegates and individuals to pay their expenses to this Convention, and what delegates and local unions are so affected?"

Secretary Baine stated that personally he had loaned no individual, nor local union, but the General Executive Board had in three instances loaned money to enable unions to send delegates to this Convention.

Delegate Laird, 35: "The question asked was what locals were affected."

Secretary Baine: 428, Montreal; 269, New Orleans, and 122, Randolph, Mass.

Delegate Healy, 170, stated that he had voted favorably upon these requests, feeling that the unions were deserving of this consideration and that the loans in each case would be returned.

Delegate Dullea, 205, asked the General Secretary whether or not any council, local union or individual had been promised a loan of money either before or after the close of the Convention?

Secretary Baine stated not to his knowledge.

Delegate Laird, 35, stated that there had been a contest on the Omaha, Neb., delegates.

auditors having reported the name of M. Lee, of Omaha, Neb., he desired information from the chair as to whether the substance of the report of the General Auditor would mean the seating of Delegate Lee at this meeting is held at 1 o'clock.

President Tobin stated that if the report accepted as read, Delegate Lee would be seated.

Delegate Laird, 35, then moved that the name of W. M. Lee be eliminated from the list of the delegates until after the hearing of this protest had been heard.

Adopted unanimously.

President Tobin stated that the question was upon the adopting of the report of the committee on credentials, upon which there was no contest.

Adopted unanimously.

Delegate Healy, 170, moved that Section 105 of the Constitution be suspended and the privilege of the floor be granted to Brother Dunn to explain his case.

The chair stated it could not entertain a motion to suspend any part of the Constitution. Delegate Dullea, 205: "Do I understand the chair rules that the Constitution, as presented at the opening of the Convention holds good?"

President Tobin: "The Constitution is in force until it is changed. It is the law of the Convention until the Convention changes its regular form."

Delegate Dullea, 205: "It is superior to the Convention?"

President Tobin: "The Constitution is the governing law for this Convention and there is no method prescribed by the Constitution under which it may be amended. It is within the power of any delegate here to submit an amendment to the Constitution to be referred to the committee, but it is illegal and irregular to suspend any part of the Constitution or to take it off hand from the floor."

Delegate Dullea, 205: "I maintain that the Convention is the superior body that creates the Constitution, and anything that is created cannot be superior to the body that creates it. Consequently when we meet here as a national Convention of this organization our organization ceases to exist during the session of the Convention, and immediately be-

comes operative again at the close of the Convention, and any delegate here has the power to make a motion, as in this case, to seat any person as a delegate that they desire regardless of what the Constitution may, or may not say, in regard to the case. That is my position in this matter, and if the chair rules otherwise, I certainly shall appeal to this Convention for their decision on the ruling of the chair."

President Tobin: "The chair rules that the Constitution of the Boot and Shoe Workers' Union is in operation at all times and under all circumstances until such time as it has been changed by regular procedure. The objection of Delegate Dullea may be recorded by the secretary as being in opposition to this decision, the contention of Delegate Dullea being that the Constitution is out of existence when this Convention organizes."

Delegate Dullea, 205: "I contend that this Convention being superior to the Constitution and make such rules and regulations governing itself and its action during the session regardless of the constitution, or any person or persons within the organization, and I respectfully appeal from the decision of the chair in deciding otherwise, and ask this Convention to decide for itself whether it is a superior body to that which it creates. I want the Convention to decide this here and now."

Delegate Nitsche, 93, expressed the opinion that it was improper for the Convention of last year to make laws to govern this Convention, or for this Convention to make laws to govern the next Convention.

Delegate Dullea, 205, requested that his appeal from the decision of the chair be acted upon by the Convention.

President Tobin stated that the appeal had not been seconded.

Delegate Healy, 170, moved that Brother Dunn be granted the privilege of the floor.

Adopted.

Brother Dunn stated that through his activity in the interest of an \$18.00 wage scale for the cutters of Chicago, he had incurred the displeasure of the manufacturers in Chicago to the extent of losing his position, which necessitated his leaving the city to secure employment elsewhere; had been in Cincinnati about three weeks the first part of this year

and had been transferred there, but upon securing a position again in Chicago, he had returned and resumed his active work in the local union and had been elected a delegate to this Convention in spite of his transfer, because his local union believe him morally entitled to a seat in this Convention on account of the circumstances in his case.

Delegate Lowell, 69, expressed the opinion that there were certain extenuating circumstances in this case which merited the favorable consideration of the Convention and cited instances where members of his local union, who had lost their positions under similar circumstances, but through an understanding between the local unions in two localities, transfers were not requested.

Delegate C. A. Kelly, 35: "I have always believed in living up to the Constitution so far as possible, and I believe so now. Without a doubt some of our best workers have been debarred from attending this Convention because of this constitutional requirement. I know of a member from Lynn who could have received the unanimous vote of his local union had he not been transferred a few days prior to the election. Many of our best workers in Brockton were not allowed to participate in the election because of this six months' clause. I cannot understand how any member of our union can justify the setting aside of the Constitution in this case, and thereby make it possible in our future Conventions for others to come here with a plausible story and be seated under like circumstances. We should live up to our Constitution. This brother is not eligible to a seat in this Convention under the Constitution, and I sincerely trust that the delegates to this Convention will vote not to suspend the Constitution."

Delegate Laird, 35: "In view of the fact that the president has already ruled that the Constitution is paramount to the vote, even of the delegation, it would appear impossible to seat Brother Dunn under the existing conditions, and it would certainly appear that the only legal method of seating the delegate from Chicago would be by the introduction of an amendment to our Constitution, and without reference to the committee on the Constitution, which as yet has not been appointed, adopt such an amendment and then we could

consistently vote to seat Brother Dunn in Chicago. Therefore I wish to propose that the delegates, as an amendment to the Constitution, pass the following:

"All delegates to Conventions must be members of the Boot and Shoe Workers' Union in good standing and must be in continuous good standing in the local union in which they are elected to represent for a period of at least one year, and must have attended a majority of meetings for that length of time previous to the last election. This rule shall apply to members on transfers who have not been working continuously at the trade, and to unions that have not been organized for a length of time."

President Tobin stated the introduction of these amendments at this time was out of order. He suggested that the amendment be referred to the proper time to the committee on credentials. We are now on the report of the committee on credentials.

Delegate Laird, 35: "I would like to see a majority of the delegates of this Convention vote to seat Brother Dunn and then rule that he could not be seated."

President Tobin: "The Convention is superior to the chair. The chair is to carry out the will of the Convention."

Delegate Laird, 35: "Would the Convention rule the Constitution?"

President Tobin: "Ask the Convention. The Convention is superior to any other body."

Delegate Dullea, 205, opposed the amendment to the committee.

Delegate Regan, 192: "I move that the Convention be organized into a committee of the whole and then the amendment as introduced by Brother Dunn be taken up."

President Tobin: "We are under no obligation of considering the report of the committee on credentials. The motion is made out of order."

Delegate Boyle, 19, expressed his dissent and information and stated that this was not thoroughly explained to the Convention and many of the delegates were not in a position to vote intelligently on the question.

Delegate Dullea, 205: "I move that the report of the committee be not concurred in."

President Tobin: "The motion is out of order."

Delegate Laird, 35: "I move that the amendment be laid on the table to be taken up at a later date."

of business at the next session of
on."
animously.
showed the following delegates

y, No. 44.
t, No. 99.
well, No. 191.
tells, No. 191.
h, No. 363.

Tobin appointed Delegate Mc-
Delegate Lydon, 315, and Dele-
197, to distribute badges to the

Watson, 192, called the chair's
he fact that the envelopes con-
legates' badges did not bear the

Secretary Baine stated that the badges were
ordered at a union establishment and had only
been received just prior to the opening of the
Convention.

Delegate Anderson, 94, called the chair's
attention to the fact that while the badges bore
the label of the Allied Printing Trades, they
should also bear the label of the novelty
workers.

Secretary Baine stated that the label of
the Novelty Workers was an unknown quan-
tity in the eastern states. At the time the
badges were ordered he was not aware that
badges could be procured bearing both the
label of the Allied Printing Trades and the
Novelty Workers.

Adjourned until 2 o'clock P. M.

AFTERNOON SESSION.

called to order by President
lock P. M.

showed all delegates present.

Tobin: "The motion before the
the adoption of the report of
a credential of Brother Dunn,
he is not entitled to a seat by
transfer within six months
s election. Are you ready for

aley, 15: "I favor the report
ee. If the report of the com-
down at this time, it renders
the Constitution' inoperative in
if it is the desire of the Con-
fer that section of the Consti-
ive, do it through an amend-
Constitution is amended in the
and no protest is received,
ould then be entitled to a seat.
unfortunate, but I do not see
sistently vote down the report
ee when it is in line with the

rd, 35: I believe there is a
in favor of seating Brother
ieve there is a larger sentiment
violating the Constitution of
n. Since the President has
Constitution is paramount, then

I shall move that the matter be deferred until
after the appointment of the committee on con-
stitution, to allow time for the introduction
of an amendment to the Constitution to enable
the seating of that delegate.

President Tobin: The motion is made and
seconded that further action upon this subject
be deferred until after the committees have
been appointed and the subject matter passed
upon through legislation.

Delegate Dullea, 205, opposed the report of
the committee and favored the seating of
Brother Dunn.

President Tobin: The assumption that
Brother Dunn would be seated in the event
of an amendment to the Constitution permit-
ting that is, I think, rather unwarranted, be-
cause as a general rule the amendments
adopted in Conventions go into operation at
some later date, and would not operate in all
probability during this Convention.

Thomas O'Hare, of the committee on cre-
dentials, stated as follows: Acting as a mem-
ber of the credential committee, the name of
Brother Dunn of Chicago came before us.
Under our duties as your credentials com-
mittee, we examined every registry card of
those who were elected, to see that they
complied with section 105 of the Constitution.
We found in this case that section 105 was not

complied with, and we, as your credential committee, have not the presumption to ask you to violate your own Constitution.

It is quite an easy matter for any delegate in taking the floor to say the Constitution is elastic and can be stretched in this particular case, because morally the man is entitled to a seat. Granted that—you must remember, delegates, there is one thing you must abide by. After having enacted laws which constitute your Constitution, it is extremely poor policy to open up the avenues for further violations in the future.

Section 105 distinctly states that the member must be in good standing for six months prior to election. If your Constitution is invalid in that particular respect, it is invalid in others. True, you have the right in Convention assembled to alter and amend your Constitution, but for your own credential committee's report to be turned down by you and Brother Dunn seated would be in direct violation of the Constitution as it now exists. The question has been raised by a delegate here that if this is referred to a committee it may take days before a report is made, consequently that local is deprived of its representative in your body. That delegate has not told you that the unions provide for alternates, in case the delegate elected is not able to be present—

Delegate Saunders: "I rise to a point of order. Is Brother O'Hare making a report to the Convention or using an argument why the report should be accepted."

President Tobin: "Brother O'Hare appears to be conveying to the Convention the reasons why the auditors made the recommendation which they did and I believe it is the desire of that Convention to hear those reasons. The point of order is not well taken."

O'Hare: I am pleased to know that the delegates to this Convention are willing to listen to a statement from one of the committee giving reasons why the committee has arrived at certain conclusions. Section 105 absolutely prevents Brother Dunn from being seated as a delegates to this Convention, in the judgment of your credential committee, and I sincerely trust that the report will be accepted.

Delegate Laird, 35, stated that he introduced this resolution at the Detroit Convention which debarred members from attending Conventions

as delegates who had not been attached to local union for six months, for the purpose of debarring such members of our union who are not actively employed at the trade but in the employ of shoe manufacturers. He expressed regret that this constitutional provision debarred Brother Dunn from participating in the Convention as a delegate, but pointed out the danger of establishing a precedent of this kind which might make possible the seating of delegates at future Conventions.

Delegate Meade, 38, stated that there was one statement made which appeared to him to place a false view on the situation. We have here two contending principles represented by two parties who believe as follows: In the place it may be said that there is a well-founded feeling that Brother Dunn should not be seated in this Convention; on the other hand there are those who contend that the Constitution should not be violated or suspended that when our Conventions go on record on behalf of a change either in policy or in Constitution, that should operate strictly until the time as it is changed in the regular form. It strikes me that Brother Laird's solution of the problem that this matter lay over until the committee on Constitution reports is the most effective one and if the objection raised against that argument that perhaps we would have to wait a week or 10 days before that committee on Constitution would report, is the only objection that is made, I think, that can be clearly refuted. I think, having in mind the debate taking place over this question of the committee on constitution, would certainly expedite matters so they could get an early report into this Convention.

President Tobin: "The assumption that an amendment at this time would become operative at once is incorrect. Any amendment would go into operation at a future date, perhaps a month or two months hence."

Brother Dunn, being granted the floor, stated that both he and his local union would be satisfied to have the case disposed of in the manner provided for in the motion brought to the house, provided that the General President could assure him that in the event of the amendment being adopted it would be operative at once, but they would, however, prefer to have the case settled immediately.

Delegate Turner, 222, expressed the opinion the Convention was wasting time. The union had violated the Constitution in making this member a delegate and he did believe this matter should be deferred to a later date.

Delegate Studley, 44: "It seems to me the committee on credentials have performed their duty faithfully. There are no new facts to be brought out by discussion. The facts are settled in this case. We have wasted two days of the day on this matter and I see no reason why we should not dispose of the case. I do not believe there is a delegate here who is not prepared to vote."

Brother W. Lee, Business Agent of Chicago unions, on being granted the privilege of the floor, stated that local 133 would be deprived of representation at the Convention in the event of Brother Dunn not being seated, as there was already one delegate representing the union that had been seated. The alternate elected would be in Milwaukee in the morning in the event of the Convention deciding to accept the credentials committee's report. Local 133 was aware under the Constitution that Brother Dunn could not be seated in the Convention, but inasmuch as they had agreed to pay his expenses until such time as he was seated by the Convention, and in appreciation for his services in the union, they believed this courtesy was due him.

Brother Dunn was again granted the floor and made another appeal in his own behalf.

Delegate Byrne, 225, opposed the motion and opposed the acceptance of the committee's report.

Delegate Casey, 44, moved the previous question. There being a sufficient number the previous question was put and carried. The motion of Delegate Laird to postpone action was lost.

Report of the committee adopted.

Brother Dunn asked the Chair whether or not he could be seated at the Convention later provided a resolution was adopted amending Article 105 of the Constitution.

President Tobin: "The adoption of the report of the auditors evidently is because you are not six months continuously in good standing in the local you were elected to represent

previous to your election, hence, you would be disqualified under any circumstances at this Convention."

Thomas O'Hare, reporting for the committee on credentials: "The credential committee met at 1 P. M. today and the parties interested in connection with the Omaha case, Brothers Lee, McGill, Robinson and Laird, appeared before us. First of all, I will read the protest which stated that Brother Lee was elected illegally. Brother McGill in his evidence before us stated the election of Brother Lee was entirely legal and he was perfectly satisfied when on May 3d Brother Lee was duly elected. In addition to that at the following meeting an attempt was made to reconsider the vote and that motion was lost by a vote of 39 to 28. Brother Lee stated that after being duly elected by the local he would attend this Convention if he had to pay his own expenses and trust to the local union to reimburse him afterwards. Shortly after that Brother McGill was approached and requested to stand for nomination, that local being entitled to two delegates. He said 'no.' Afterwards in the factory where he is working the shop's crew voted to elect him as a delegate to this Convention. The credential as presented to us does not bear the seal of the local union. True, it has the President's and Secretary's signatures, but the fact remains that that member was elected not in his local union to represent his local body, but elected in the factory. Therefore he cannot represent his local. In addition to that he made the statement before us that if Brother Lee was seated at this Convention today then Brother Lee would not be allowed to work in Omaha, or words to that effect, and that next time one of the witnesses came to Omaha he would not find Brother Lee there. The committee therefore in this case recommends that Brother William M. Lee be seated in the Convention from local 292."

Report of the committee adopted.

RESOLUTION OF SYMPATHY.

Delegate Casey of Union 44, having received the permission of the Convention, introduced the following resolution:

"The delegates of Union No. 44 have learned with deep regret of the death of Mary Duffy, sister of James Duffy, who was elected a delegate to this Convention, but was prevented from attending by the illness, which resulted in her departure from this life.

"As Brother Duffy is a competent and ardent worker in the interests of our organization, be it resolved, that this Convention deeply deplores the sad calamity which has befallen our brother, and sends to him the condolences of the organized shoemakers of this continent."

Adopted unanimously.

Delegate Laird, 35: "Mr. President, I think you should be a little more consistent. This morning you ruled that a resolution could not be introduced and acted upon by the Convention without referring it to its proper committee."

President Tobin: "Delegate Laird is evidently unable to recognize the difference between a proposition to amend our Constitution by a motion from the floor, which was ruled out of order by the chair this morning, and a resolution of sympathy extended to a delegate in the death of a relative."

President Tobin: "The Chair would say in connection with this sad event that Delegate Lesperance received information the day before yesterday of the death of a little son and he was unable to go home in time for the funeral. I think it would be well for the convention to authorize the drawing of a resolution which would express the sympathy of this Convention with Brother Lesperance. If there is no objection I will appoint Brother C. J. McMorrow, Vice-President Lovely and Brother Casey to draft a resolution and present to the Convention at their convenience."

President Tobin: "The next order of business is the appointment of a sentinel."

Delegate Regan, 192, moved that some member of the Milwaukee unions be employed to act as sentinel and be paid at the rate of \$3.50 per day.

Adopted.

Delegate Healy, 170, announced that the Pabst Brewing Co. had extended an invitation to the visiting delegates to visit the brewery some afternoon at their convenience.

On motion, the invitation was unanimously accepted for Tuesday afternoon at 2 o'clock and a vote of thanks tendered the Pabst Brewing Co.

The President then named the following committees:

COMMITTEE ON RULES.

Joseph J. Chatterton, No. 32, Lynn, Mass.
Chas. D. Perkins, No. 28, Manchester, N. H.

J. A. McMillan, No. 26, Haverhill, Mass.
Geo. Campbell, No. 25, St. Louis, Mo.
P. J. Matthews, No. 160, Brooklyn, N. Y.
J. E. Minihan, No. 45, Auburn, Maine.
Jacob C. Meyers, No. 159, Syracuse, N. Y.
Harry Tyler, No. 406, Brockton, Mass.
D. E. McCarthy, No. 365, Brockton, Mass.

COMMITTEE ON OFFICERS' REPORTS.

C. J. McMorrow, No. 141, Philadelphia, Pa.
Wm. H. Woodbury, No. 6, Haverhill, Mass.
Thomas B. Hickey, No. 192, Brockton, Mass.
Nellie O'Boy, No. 44, Brockton, Mass.
Ed. Vaughn, No. 363, Keokuk, Iowa.
Chas. E. James, No. 281, St. Paul, Minn.
Warren Hatch, No. 44, Brockton, Mass.
Henry Schmidt, No. 210, Cincinnati, Ohio.
Jno. C. Schaeffer, No. 15, Rochester, N. Y.

COMMITTEE ON CONSTITUTION.

Collis Lovely, No. 25, St. Louis, Mo.
Alvin C. Howes, No. 20, Middleboro, Mass.
Wm. Tatem, No. 68, Cincinnati, Ohio.
Curtis A. Batchelder, No. 35, Brockton, Mass.
J. F. Nolan, No. 48, Rockland, Mass.
Thomas C. Farrell, No. 118, Brockton, Mass.
G. G. Ware, No. 298, Chicago, Ill.
Wm. Stewart, No. 233, Toronto, Canada.
H. S. Baxter, No. 1, Haverhill, Mass.

COMMITTEE ON APPEALS AND GRIEVANCES.

Gad Martindale, No. 15, Rochester, N. Y.
Michael Hallinan, No. 111, Brockton, Mass.
Arthur B. Higgins, No. 48, Rockland, Mass.
E. W. A. O'Dell, No. 232, Hamilton, Ontario, Canada.
James Costello, No. 37, Brockton, Mass.
Wm. M. Lee, No. 292, Omaha, Nebraska.
M. H. Lydon, No. 315, Elmira, N. Y.
George Bury, No. 68, Cincinnati, Ohio.
T. M. Bly, No. 2, Haverhill, Mass.

COMMITTEE ON RESOLUTIONS.

John P. Meade, No. 38, Brockton, Mass.
John H. Gallagher, No. 48, Rockland, Mass.
J. F. Casey, No. 44, Brockton, Mass.
Z. Lesperance, No. 249, Montreal, Quebec.
W. H. Edmunds, No. 287, Haverhill, Mass.
P. Gillen, No. 160, Brooklyn, N. Y.
Frank M. Bump, No. 111, Brockton, Mass.
John R. Ronald, No. 260, Lynn, Mass.
John P. Murphy, No. 289, Lynn, Mass.

COMMITTEE ON ORGANIZATION.

F. E. Studley, No. 44, Brockton, Mass.
Thomas F. Kearns, No. 74, Brockton, Mass.
C. F. Sweeney, No. 69, Whitman, Mass.
Flora Chandler, No. 108, Lynn, Mass.
Frank H. Gunville, No. 361, North Weymouth, Mass.
Thomas Ahern, No. 256, Brockton, Mass.
Chas. Murray, No. 32, Lynn, Mass.
Orville Turner, No. 222, Cincinnati, Ohio.
James Duffy, No. 44, Brockton, Mass.

COMMITTEE ON LABELS AND BOYCOTTS.

Chas. Murray, No. 32, Lynn, Mass.
Nellie McCabe, No. 44, Brockton, Mass.

Thomas J. Lynch, No. 192, Brockton, Mass.
 R. G. Hasty, No. 35, Brockton, Mass.
 E. O. Cole, No. 371, North Abington, Mass.
 Fred H. Moore, No. 35, Brockton, Mass.
 Daniel Harrington, No. 38, Brockton, Mass.
 Clarence H. Townsend, No. 31, Whitman,
 Mass.

James F. Kane, No. 48, Rockland, Mass.

The committees, as named, confirmed.

General Vice-President Lovely then took the chair and General President Tobin read his report, which is as follows:

GENERAL PRESIDENT'S REPORT.

Fellow Workers:

In opening this Seventh Convention of the Boot and Shoe Workers Union, and the fourth gathering since our adoption of high dues and benefits with our present form of organization, we are able to view the past as a necessary experience to guide us in our future progress, which seems assured, notwithstanding the many obstacles which beset us.

In the two and one-half years since our Special Convention which was held in Cincinnati, Ohio, in January, 1904, the whole labor movement of this country has met with greater united opposition from employers than ever before in the history of the labor movement. Organizations of employers under various names have been unusually active in their efforts to nullify the work of organized labor, and in endeavoring to build up a prejudice in the minds of the unorganized against organization, under a pretence of protecting the workers in their individual right to sell their labor at their own price, as a means of enhancing their liberties. This is a species of argument which the Employers' Associations have brought forward to befog the real issue between the employer and the worker.

It should be a self-evident fact that under modern industrial conditions, where the employer does not come in direct contact with the worker, as in the old days, that the individual has lost his individuality, and if he hopes to preserve his liberty, even in some small degree, it must be by association with his fellow workers, so that he can give expression to his own ideas of liberty, and free from the employer's unwelcome interference in his behalf.

PROGRESS.

All students of human affairs have, no doubt observed that certain people are so constituted that they are dissatisfied with their surroundings, and so thoroughly pessimistic in their makeup that nothing appears as good

as it really is. Knowing this, we have not expected that all our members would be prepared to enthusiastically approve our organization and be satisfied with its progress. We have, however, been somewhat surprised that in the particular place where the best fruits of the efforts of our organization are apparent there can be found a group of persons who are unwilling to recognize the fact that we have made substantial gains, especially during the past eight years.

At our Convention in Rochester, N. Y., in June, 1899, we had 32 delegates, some of whom represented organizations whose per capita tax had to be remitted before they could participate in the Convention; while on the present occasion the Stitchers' Union No. 44 of Brockton, Mass., lacks but one of having half as many delegates as we had at the Rochester Convention seven years ago. So by setting aside 32 of the delegates here present, the balance of the Convention will give some idea of the measure of our progress. And bear in mind, too, that every delegate here assembled represents not a paper organization, *not suspended members*, but actual good standing members.

The financial resources of our organization, which will be reported by the General Secretary-Treasurer, is another measure which may be fairly applied. The gain in membership, which is shown by the increased number of delegates, together with the expenditures of funds for benefits of various kinds, furnish still additional testimony. But best of all, the standard of wages prevailing in union factories, the best average hours, the most constant employment, and the best general conditions and results in the shoe trade, is another evidence of our progress, and testimony to the correctness of the policy of our union.

Yet in spite of all this, some of our members are dissatisfied, and sigh for the old days of the strike, with the misery and attendant

privations, and who refuse to recognize or admit that we have made progress.

In the midst of their murmurings we look back a few years and recognize in them, either the inexperienced who know nothing of either present or past forms of organization, or those who were equally, if not more, dissatisfied under the old condition of things. We must, therefore, philosophically accept the conclusion that no form of organization can be sufficiently perfect to secure unanimous approval.

UNION POLICY.

Organizations of labor are first called into being for the purpose of resisting encroachments upon the wages and liberties of those who have to sell their labor in the competitive market.

It is considered that the adoption of a constitution and rules governing an organization is essential to its success, and it is true that the constitution of a labor union should be the foundation upon which to build the structure which engages in the difficult task of protecting and increasing wages, but above and beyond the constitution in importance is the adoption of a method which we are pleased to call "policy," to be pursued in harmony with the constitution, and this policy must be so well defined and so persistently adhered to that there can be no mistaking its purpose.

When our constitution was adopted at the Convention in Rochester, N. Y., in June, 1899, nothing was said or done in the direction of outlining a policy which should guide the executive officers and general executive board in conducting the affairs of the union. It therefore devolved upon the executive officers elected at that Convention to carry out the provisions of the constitution and to adopt a policy consistent therewith, which should guide the organization until the next Convention.

At the Convention of our organization held at Detroit, Mich., in June, 1902, the policy of the executive officers as pursued from the adjournment of the Rochester Convention was submitted for approval, or disapproval, and by a very substantial majority, the different phases of our union policy was approved, and from that point the executive officers believed that they were no longer permitted to shape a course of their own choosing, as the action

of the Detroit Convention, when they endorsed the policy as so far pursued, supplied the deficiency caused by the Rochester Convention in failing to outline a policy.

From the Detroit Convention in June, 1902, until the Special Convention held at Cincinnati, in January, 1904, the policy, as previously in operation, was adhered to as far as possible, and this policy was again endorsed at the Special Convention and has been followed as closely as possible since that time up to this present gathering.

We are not unlike other organizations, to the extent that we have merciless, as well as senseless and designing critics within our own ranks.

We have those, who glibly and with confident mien, condemn our policy as being tried and found wanting.

While this class of critics have been somewhat more vociferous than numerous, and have thereby attracted attention beyond their just deserts, it will still do no harm to devote a portion of our time to a careful consideration of our union policy and to correct it if found wanting in any respect, and, above all things, to protect the policy of our organization and the constitution upon which it rests to the end that we may preserve the organization against its internal enemies.

I do not hesitate to say that when an organization adopts a constitution and methods of procedure, all members of such organization should be required to conform to the enactments of the organization and to be held strictly accountable for faithful compliance therewith.

We have altogether too many members who cloak most nefarious designs to injure the organization and its officers upon the plea that they have a right to indulge in criticism of the organization and its officers, and that the right of free speech should not be interfered with.

I have no contention with those who are actuated by a desire to maintain the right of criticism and to establish the right of free speech, but it is essential for the purpose of protecting our union that at this Convention we determine accurately and concisely what may be fairly considered just criticism, and that which is treason to the organization and

character assassination when applied to the individual member or officer.

So that I may not be misunderstood, I would provide that no member, or members, shall be permitted to set aside and ignore any of the provisions of our constitution and contracts, or any of the declarations with regard to policy as proclaimed by our Conventions.

I would also provide that innuendos, statements, or charges, affecting a member's union record, shall be sufficient cause for the immediate suspension from all union rights and privileges of the person or persons offending in the manner indicated, and failure upon the part of such person or persons to immediately furnish proof in support of any charge, or charges, or insinuations of crookedness, shall cause the expulsion of such member within two weeks after receiving notice from the aggrieved person demanding such evidence.

When charges are made against a fellow member, such charges shall be made in writing to the president of the local union, to which the offending member belongs, and the charges shall specify the date and place where such offense, or offenses, were committed against the aggrieved member, and immediately upon receipt of such complaint, the local president shall immediately notify the person charged that he or she is suspended from union privileges, except the right to draw financial benefits, pending trial.

This trial shall take place within two weeks from the date of the complaint, and after a decision has been rendered, appeal may be taken to the General President, who shall review the testimony and render his decision, and from his decision an appeal may be taken to the General Executive Board, and from there to a Convention.

Pending a decision, in all cases the accused shall conform to the decision.

Failure upon the part of the local president to act promptly in any such cases, the General President shall be required to act upon the complaint of the aggrieved member, if, in the opinion of the General President, the local president has had sufficient time to act, and has failed to do so.

Failure upon the part of the General President to act promptly in such cases, any mem-

ber of the General Executive Board may call the attention of the General Board to the matter, and if, in their opinion, the General President has not acted with sufficient promptness, then the General Executive Board shall act.

In any case where the General President is the aggrieved person, it shall be the duty of the General Vice-President to act upon the case.

KEEPING CONTRACTS.

Of all the questions that will come before this Convention, nothing is of greater importance than the one as to whether legislation shall be adopted which is calculated to make our contracts secure, and thereby place ourselves in a position to exact strict compliance with our contracts upon the part of employers. It is useless for us to hope that any substantial degree of organization can be secured and maintained unless our contracts are beyond question as to their reliability. We must reach that higher standard of union principle under which the members will spontaneously and enthusiastically rally to the support of our contracts.

The failure upon the part of our membership to understand that it was their duty to protect our contracts was partially, if not wholly, responsible for our Lynn trouble with the Knights of Labor. No doubt the opposition at that time was greatly strengthened by the knowledge that many of our members would conclude that they were not called upon to protect our contracts because it involved the taking of another person's job.

Had our enemies understood that our members would speedily and enthusiastically rally to the support of their own organization and its contracts, even at the expense of leaving their jobs and their homes, and do this in sufficient numbers to make the issue certain to be in our favor, then the contest would not have taken place; and the agreement made between the Knights of Labor and our organization would have been faithfully complied with by them instead of being unrighteously broken.

The same element within our own organization that criticises the enormous expenditure of funds in the Lynn contest, is that same misguided element that can find an excuse for contract violation, and their reasons for failing to protect our contracts.

While it is important that we should have large funds available for the protection of our contracts, what we need still more is a larger loyalty to the organization and to its agreements, and this will make it unnecessary to spend our funds in the protection of our contracts when assailed by enemies either from within or without.

I am convinced that the only practical way to sustain our contracts is to provide in this Convention for a penalty fixing a fine to operate automatically and at once when a strike occurs in violation of our contracts. We believe that legislation of this kind will save us large sums of money, and maintain for us a high standard for business integrity, because our contracts will not be violated, as our friends as well as our enemies will appreciate our ability to defeat any attempts made to destroy the validity of our agreements.

Unless this Convention can see its way to amend our Constitution in order to provide for this contract insurance in no uncertain way, I can see nothing in the way of further substantial progress for our union; and certainly we can never achieve that degree of organization and standing in the shoe trade which will make for the security of employment, higher wages and shorter hours.

While I have unbounded faith in the organization, and plenty of courage to do my part in promoting its welfare, I have no desire to undertake what seems to be to be impossibilities; and I am prepared to set aside the responsibilities which have rested upon my shoulders to no small extent during the past eleven years, unless the all-important discipline necessary to the success of any organization is forthcoming in a practical way, so that by the practice of this discipline in the administration of our constitution and the affairs of the organization, we can build up a loyalty to the organization, a respect for our obligations, and a unity of purpose and action which will make us practically invincible.

I am thoroughly convinced that one of the great weaknesses of our organization is the disposition of individual members and groups of members to divide their energies, and thus waste their ammunition, and consequently fail in their several purposes. Concentrated

effort, obedience to the constitution and policy of the union will accomplish more within the next few years than anything else that can be devised. To succeed we must move forward as one solid army with a definite and undivided purpose in view, and we must not be side-tracked by demagogues, guerillas and bad actors, who rise up in the ranks in defiance of constitutional law, and for the purpose of leading our movement out of its proper course.

At previous Conventions of our organization, no serious attempt has been made to set aside our contracts, or even to set up the contention that they are unsound, except perhaps in some slight degree; and while a very large percentage of our membership fully realize the important part that our contracts play in the success of our organization, there is still within our union a so-called irrational element, who will, at favorable opportunities, belittle our contracts, and by appealing to the prejudice of those who are not well informed upon the subject, they will sigh for the old days when the strike was the single weapon of the union, and hold up this method as being vastly superior to the slow process of arbitration, as they contend that the strike brings immediate results.

For the purpose of protecting that large portion of our membership who believe in the peaceful method of arbitration as being far superior to the sufferings, uncertainties and disappointments growing out of strikes, we believe that our organization should make a new departure with reference to our contracts; and I here ask this Convention before its adjournment to declare as to whether we believe contracts should be made covering the employment of our members and the use of our union stamp. And if we decide that contracts are not to be made,—well and good. But if, on the other hand, we decide that contracts are necessary to our well-being, let us also decide that proper measures be taken to preserve our contracts against the enemy and that there may be no question as to the ability of our organization to maintain its contracts.

We sometimes hear our members justify the breaking of contracts because employers do likewise. To me this appears a very poor

kind of logic, and reminds me of the trite and true saying that "two wrongs do not make a right."

But let us examine this declaration for the purpose of ascertaining what basis it may have. It is now over eight years since the first arbitration contract was made, beginning with the W. L. Douglas Shoe Co., of Brockton, Mass.; and during all of that period, up to within a year, there has not been, to my knowledge, any contract violations by our members; but during the past year, and largely because of the bad example furnished by one of our local unions in striking the lasting department of the Taylor factory of Brockton, Mass., against an alleged bad decision by a board of arbitration, other local unions have justified, or attempted to justify, a like course.

While it may be true that some shoe manufacturers indulge in trickery, and from time to time make changes in wages inconsistent with the principle of arbitration, we have, as a rule, when our attention has been called to such violations, been able to correct them and continue the contract in force; but we have never yet had the experience of a manufacturer violating his arbitration contract to the extent of locking out any number of his employees for the purpose of enforcing any new condition upon our union.

I, therefore, recommend legislation which I deem absolutely essential:

First, to declare that contracts with employers are necessary.

Second, that contracts must be protected, so that when violated by our members quitting work in such numbers or under such circumstances as will cause an interruption in the factory, regardless of what technical or other excuse they may offer, such members shall be automatically fined for this offence.

WAGES.

Under this head, I can do no better than to repeat word for word what was said in my report to the Cincinnati Convention, as follows:

"The wage question is looked upon by many of our members as the most important of all, and the organization that does not immediately and repeatedly raise the standard of wages, is measured as of little consequence. People

who reason along such lines are evidently of the opinion that wages depend entirely upon the disposition of the employer to either pay high or low wages, and that no consideration should be given to the influence exerted by rival manufacturers who are his direct competitors in the open market.

We have another class of members who admit that Brown competes with Jones if they are in the same immediate locality. For this reason they claim Brown can pay the same wages as Jones, but entirely overlook the fact that both Brown and Jones are forced to meet the selling price established by their competitors. It is this latter class of members who are largely influential in preventing the successful working out of the policy of the Boot and Shoe Workers' Union. This disposition to fence in any particular shoe center, and establish wages and conditions of labor which places it at a great disadvantage and enables low standard centers elsewhere to undersell in the general market, will eventually have a strong tendency in the direction of preventing our success, if not entirely destroying our organization. This same spirit of sectionalism is manifested in another equally baneful way by branches of the craft looking after their own interests to the exclusion of other branches, and even establishing a higher standard of wages at the expense of the, heretofore, poorer paid branches of the trade.

It should be understood that the keenness of competition between manufacturers, has reduced the selling price to the trade, and the constantly increasing price of leather and other materials entering into the shoe, has resulted in the margin of profit being almost eliminated, consequently there is little left from which a bill of wages can be secured, and any attempt to establish a general increase in wages throughout any factory is simply impossible. It therefore becomes necessary, if we deal with the wage question at all, that we increase the wages and better the conditions of labor in those parts of the trade where wages are low. Take, for instance, the sole leather workers, who have for years, because of their lack of organization, labored for wages entirely out of proportion to the other branches of the trade, and the cutting, which is the most skillful

branch of the trade (where improved machinery has not been a factor), and we find wages less than half what they might be, if the sole leathers workers and cutters had been alive to their own interest and maintained organization rather than depend upon the generosity of the employer, who is himself a victim of circumstances, over which he has no control. The laster is generally very much underpaid, as this branch of the craft requires not only intelligence, but physical strength and endurance. Their lot becomes more burdensome, year after year, because of the introduction of new styles of lasts, a great variety of different leathers, and keener competition between manufacturers which requires better work.

I am willing to agree that, practically, no branch of the shoe trade receives anything like the wages they should, all things being considered. It should be borne in mind, however, that the wage question is one that cannot be successfully dealt with along local lines, but rather depends entirely upon the degree of organization in the craft. It is an indisputable fact that the unorganized shoe worker sets the pace which we must conform to, and our only hope lies in reaching the unorganized, if we are to deal with the wage question along anything like permanent lines. I, therefore, advise that our efforts be directed toward advancing the wages of the lower paid portions of the craft, so that a nearer equality of earnings may be established, thus recognizing one branch of the trade as of just as much wage importance as another, and entitled to something like more equal earning opportunities."

UNION SHOE SUPPLIES.

We still continue to meet members who contend that any given commodity is not union made unless all the various materials entering into its construction are made under union conditions. It would be so manifestly impossible to make any union commodity measure up to this standard, that it seems a waste of time to argue this self-evident proposition.

In our trade, we have jurisdiction over persons employed in the making of heels, counters, facings, etc., etc., and because of this jurisdiction lies with our organization, some of our members insist that such supplies should

be made under union conditions when used in the production of union stamp shoes.

We have made many and extraordinary efforts to organize the workers on shoe trade supplies above mentioned, but without any substantial success.

We can find manufacturers of shoe trade supplies who would be willing to organize their plant and use our label, providing we declare that union shoes shall not be made unless the supplies used shall be union made. This would furnish such shoe trade supply manufacturers with a practical monopoly if such a condition could be established; but I venture the assertion that they would quickly abandon their desire for the label on their supplies if it were found that manufacturers of shoes under this arrangement discontinued the union stamp and operated open factories in which this restriction would not be required.

We have said times without number that shoe manufacturers using the union stamp cannot be induced, not even through the value of the union stamp as a trade factor, to place themselves at a disadvantage in the market when purchasing shoe trade supplies; nor are they disposed to recognize a condition of this kind which will permit shoe supply manufacturers to exact an extra price in consideration of using the union stamp. We believe we are less able today to furnish union shoe trade supplies than we were at either the Detroit or Cincinnati Conventions, as notwithstanding our increase in membership, we have diminished in the number of persons employed on shoe findings, while during the same period we have gained in the number of members employed in the union shoe factories.

I see no alternative but to wait in the hope that with the general improvement in the degree of organization in the shoe trade a proportionate number of the shoe trade supply workers will be secured, and that eventually, the use of union made supplies will be possible.

EMPLOYEES CHARGED FOR FINDINGS.

We still find in some isolated cases that antiquated system of taxation under which shoe workers are obliged to pay for tacks, nails, and other findings entering into the manufacture of shoes, for which findings the manufacturer receives pay from his customers.

At one time in the history of the shoe trade of this country, the practice of buying findings was common, especially in the days when work was taken from the employer and made in small shops, under which system it was impossible for the employer to keep track of the supplies, and no doubt it was a necessary provision at that time, but since the days of the introduction of modern shoe manufacturing, this system has rapidly disappeared until now only a few isolated cases remain.

The system is so manifestly unjust that steps should be immediately taken to ascertain where this system is in vogue, and every proper effort be put forward to abolish the system.

INTEGRITY OF THE UNION STAMP.

It has been my constant aim since the institution of our present organization in April, 1895, to zealously safeguard the integrity of our union stamp, to the end that it may be recognized as standing for products made under union conditions, and that this valuable emblem of organized labor should not be identified with corruption of any kind if I could possibly prevent it.

To this end I recommended to the Cincinnati Convention "that a substantial sum be paid to any person furnishing evidence sufficient to prove the fraudulent issue or use of the union stamp by any officer of the Boot and Shoe Workers Union, and that the General Executive Board be authorized to enter criminal prosecution against any person falsely charging that the union stamp is misused with the knowledge and consent of any officer of the union, and without authority from the General Executive Board."

Since the above was written, two and one-half years ago, there has not been a single case reported through any official channel alleging the abuse of official privileges in connection with the union stamp; but there has been the usual number of individuals ready to give circulation to reports calculated to leave the impression that the union stamp is for barter and sale by those who are charged with safeguarding its integrity.

I think this Convention and all fair minded persons will agree that such suspicions, unless based upon something more substantial than

the creation of a bad mind, should have but little weight.

Therefore, in order to safeguard the union stamp and to protect the officers of the union against false accusations, I recommend that the sum of five hundred dollars in cash be paid to any person or persons who will furnish evidence sufficient to prove the fraudulent issue or use of the union stamp contrary to the laws and rules laid down by the Boot and Shoe Workers' Union. And I further recommend that any person who either by direct statement or by innuendo, gives out the impression that any officer of the union has issued or permits the union stamp to be used contrary to the provisions of our Constitution, be immediately suspended from membership in the union; and such persons shall not be again reinstated unless they can prove their assertions to be true, or until such time as they have conformed to such penalty as may be fixed by the General Executive Board, the end to be obtained being that evil minded persons disposed to slander may choose between telling the truth, remaining silent or proving their insinuations or accusations.

AN ILLEGAL UNION STRIKE.

On December 12, 1905, 140 lasters employed by E. E. Taylor & Co., Brockton, Mass., a firm with whom we have and had at that time an arbitration contract, were ordered out on strike by their local union and local executive board, for the purpose of resisting the posting of a price list fixed by the Massachusetts State Board of Arbitration in connection with the pulling over machines. The justification offered by the lasters and Lasters' Union for this course was that a bad decision was rendered and that a rate of wages repugnant to the lasters was established, which justified them in striking for the purpose of resisting the objectionable scale of wages, rather than waiting for the required sixty days to reopen the case and aim to get a more satisfactory decision.

The General Executive Board happened to be in session at the time the strike was ordered, and upon the matter being called to their attention, they saw no alternative but to declare that the strike was illegal, and the lasters were instructed by the General Executive

Board to return to work within a given time, which they failed to do, the local union sustaining them in their refusal.

Not only was the strike ordered in the Taylor factory, but a threat was made to tie up all the lasting rooms in Brockton in the event of either the Taylor Company or the General Officers attempting to fill the places of the men who went out on strike.

After nearly a week, in which the factory was closed, the Brockton Joint Shoe Council took the matter up and urged a conference between the firm and the Lasters' Union officials, which resulted in an agreement that the men should return to work and that the objectionable decision would be set aside and another price list substituted.

The City of Brockton was greatly relieved at what was considered a happy termination of a very unfortunate and threatening incident. We have entertained the opinion that while the good offices of the Brockton Council should be appreciated, and the fact that a calamity which threatened that the great prosperity of Brockton for a period of seven or eight years was about to terminate, it must be admitted that at times peace can be secured at too great a sacrifice. At this time I am not going to question the wisdom of the settlement beyond pointing to the fact that, while up to the time that the incident above referred to took place, our Brockton unions had maintained a practically unblemished record for a period of over seven years, during which no violations of our contracts took place in that city, and it was also true that practically no violations of our arbitration contracts took place within the jurisdiction of our organization; since the incident referred to we have had a dozen or more cases of more or less importance growing out of the Taylor incident.

The Lasters' Union having set such a bad example in this case, it was followed by individual members here and there, but not by authority of local unions.

The bad example which was set by the lasters was recently followed by the members of that local union, in which about sixty nigger machine operators left the Douglas factory about three weeks ago, because of some dispute with reference to pounding up heel seats.

While it does not appear in evidence that the local union authorized the nigger machine operators to quit, it is in evidence that the officers of the Lasters' Union condemned the action of the lasters, but stated that "the local union was not responsible; and inasmuch as the lasters left without authority from the local union, they left as individuals, and the local union was not responsible, and while the General Officers would be obliged to fill their places, it would not be possible that any person would want to take such jobs."

After the operators had been out 24 hours, they returned to work upon the same terms as they left the factory, which closed that incident for the time being.

It is useless for our organization to expect progress in the face of such discouraging and entirely unwarranted procedure. I, therefore, recommend with all the emphasis at my command, that before this Convention adjourns, our constitution be so amended that a penalty be automatically provided of at least \$10.00 for each individual who leaves his or her employment in any union stamp factory in violation of the arbitration contracts, because of any grievance, or in an attempt to redress any grievance, either upon the member's own motion or under instructions from any authority to which such member hold allegiance, and that no subterfuge or excuse of any kind be sufficient to justify the stoppage of work which will cause a blockade in any department of any union stamp factory. This shall not deprive individuals of their right to leave their employment in the regular way for the purpose of bettering their conditions as individuals. I further recommend that in the event of any person violating the contract, a fine of \$1.00 per day shall be automatically levied against each member for each day after the first day that he remains absent from his employment in violation of the arbitration contract, and in violation of the constitution, which may be amended as herein recommended.

We have the greatest sympathy for the lasters, and do not condemn the rank and file for their honest protest against the introduction of a new system of lasting calculated to disturb them in their occupation, because we know

of no class of people who do not become excited under a condition which threatens to disturb their material interests through some innovation.

The clergy, the manufacturers, the merchants, the bankers, and all interests immediately take alarm at new conditions arising which are calculated to disturb pre-existing conditions, and almost without exception irrational and unwise measures are resorted to for the purpose of resisting any encroachment upon vested interests.

Hence, we agree that it is but natural that the lasters should become alarmed at the introduction of a labor-saving machine, especially if it shows a tendency to reduce the earning power of the workers.

At such times wise and courageous leadership is necessary. Having an executive board that was disposed to deal with the question in a practical way, and having been trusted and safe leaders in the past, they would certainly have solved the problem without discrediting the organization, had they been allowed.

The differences between the Lasters' Union of Brockton and the General Union are due to the fact that experienced leaders were thrust aside in a grave crisis, and under the most intense excitement, and new leaders came to the front without experience in handling grave problems, and for a time the lasters were led out of a true course. We are, however, encouraged by the fact that there seems to be a disposition to correct some of the mistakes, which change of front can no doubt be attributed to the fact that the new leaders have acquired some experience, and they have learned that the things which seemed practical a few months ago are now set aside for something more practical. The lasters are evidently convinced that it takes something besides a loud noise and boisterous denunciation to achieve beneficial results.

REFERENDUM ELECTIONS.

In my report to the Cincinnati Special Convention, held in January, 1904, I said that there appeared very little in this kind of election to sustain the great faith I once felt that the rank and file should have an opportunity to give expression to their choice of officers,

for the reason that from 85 to 90 per cent of our members fail in this important duty, and leave this responsibility on the shoulders of 10 to 15 per cent of the members.

Since this time I have not observed any change for the better, but on the contrary, I find members who pose as advocates of this method in elections resorting to schemes calculated to prevent the free exercise of the individual in his right to vote for persons of his own choice. Slates have been made and manipulated and trades indulged in with the intention of nullifying the rights of the members to express their convictions in the choice of officers.

Still, I do not recommend the abolition of the referendum system of election, but strongly advise that certain safeguards be provided in our constitution, which will compel office seekers and job hunters to conform to some idea of fairness in their aspirations to sacrifice themselves at the altar of service to the union.

I here repeat the recommendation which I made to the Cincinnati Convention, namely, that if this form of election is to be continued, I strongly recommend that the elections be held throughout our entire jurisdiction upon a certain date fixed by the Constitution, and that the voting take place in all local unions on that date, and between certain hours, if for no other reason than to prevent the practice of publishing the names of candidates and the number of votes received in certain local unions for the purpose of influencing votes in other local unions whose elections occur at a later date.

OPEN VS. CLOSED SHOP.

The open shop is a misnomer which has been applied to the non-union shop by the employers, and the union shop has been with equal inaccuracy termed the closed shop; the correct terms being the union shop and the non-union shop.

The so-called open shop of the employer is a shop in which they pretend that union and non-union men alike may work, but the experience of the trade unionist has proved that this is a mere pretence, and that the union man, as such, is not permitted to work in the so-called open shops.

It is also held by employers that the union shop deprives the non-unionist of the right to labor, which is not true. It simply restrains the non-unionist from tearing down the wages and conditions established by the unionist, the unionist contending for the right to protect his interests by maintaining a standard of living which he has struggled to obtain, and as the citizens of any community have a perfect right to object to any invasion by persons who will lower the standard of such community, so trade unionists contend that they have a right to protect themselves against encroachment from a class of labor whose standard of living is low, and who, because of their necessities, find themselves in the undesirable position of having to accept the employers' terms, thus making a farce of what is called individual liberty.

No well posted student of economics can successfully maintain the position that the individual worker feels any enjoyment in the privilege of seeking employment at the office of the employer, or seeking to maintain a higher standard of wages, shorter hours, or the redress of any grievance by personal contact with the employer or his representative.

UNION SPIES.

In many of our unions, and particularly in the large shoe centers, it is a well known fact that we have members who betray the union, giving out information both truthful and untruthful, which is conveyed to employers, sometimes by one method, and again by others.

During my membership in a local union in Rochester, N. Y., in 1890, while the Cox strike was in progress, a stranger came to the city, well recommended, and was very active in our meetings, very friendly with everybody, and very liberal with his money, and contributed to the funds of the union altogether out of proportion to his small earnings while occasionally employed in one of the factories.

After being in the union quite a number of weeks, he became a candidate for delegate to the Joint Shoe Council in the semi-annual election, and made an active canvass for election. About this time it was discovered that he was a Pinkerton detective, and upon this information being passed around among the members at the meeting, he was elected outside

sentinel, from which he took the hint and immediately left the city.

During the last big strike in Haverhill, a man giving his name as Ed Loughlin was a very active and prominent member of the union for some time, and was then discovered to be a Pinkerton detective, when he suddenly disappeared.

During our lockout in Chicago about two years ago, an employer there showed me a typewritten report of the cutters' union meeting held the previous evening, relating what business was transacted, and also reporting the nominations made for general offices at the meeting, together with the remarks of some of the delegates, both complimentary and otherwise, to the candidates nominated. I afterwards ascertained that the report was very accurate.

This shoe manufacturer offered to furnish me with typewritten reports of all the meetings of our local unions in Chicago if I expressed a desire to have them.

Many of our members doubt that men can be so depraved as to accept employment of this kind, and to make a pretence of loyalty to the union while at the same time betraying it. For the purpose of dispelling any doubt that may exist upon that score, I herewith submit a circular letter, issued by the Manufacturers' Information Bureau Co., with main office at Cleveland, Ohio, Mr. J. K. Turner, as President, and M. G. Turner, as First Vice President:

"Main Office
American Trust Building,
Cleveland, Ohio.

THE MANUFACTURERS' INFORMATION BUREAU CO.
J. K. Turner, President.

CLEVELAND, O., U. S. A.,
April 24, 1906.

Gentlemen:

We beg leave to call your attention to the International Convention of the Boot and Shoe Workers' Union in Milwaukee, Wis., June 18th to July 1st, inclusive. Following out our usual custom, we will have a number of our inspectors at this Convention to get the proceedings in detail. This Convention is especially important to all shoe manufacturers throughout the United States, and especially in New England, for the reason

that the subject of making a national and systematic fight for the eight-hour day will be discussed.

There is a strong campaign being waged both for President Tobin for re-election and Business Agent Hickey of Local No. 192 Lasters' Union, in Brockton, for the same position, and if Hickey is elected the policy of the union will undoubtedly be an aggressive one and numerous troubles can be counted upon. Copies of this report can be had, at \$15.00 per copy, by applying to the 'Publicity Dep't, Lock Drawer A, Cleveland, O.'

Kindly advise us as early as possible whether or not you will wish this report, as our supply will be limited.

Very truly,

M. G. TURNER,
First Vice President."

To show that this institution has an actual existence, I quote from an article in "The Philistine," dated Jan. 19, 1906:

"The question of how to dilute the danger of unionism to a point of safety has been taken up by various men in various ways. But the most practical plan, I believe, that has so far been devised, has been worked out by J. K. Turner of Cleveland. At least Turner has come closer to the trick than any one else so far.

The old-time detective was a sleuth on the outside. The Turner man is a workman on the inside—and always a good one. This man draws two salaries, one from the shop where he works and one from Turner. In point of intelligence, the Turner man is superior to the average union man, and often he dominates the union councils, no one present even imagining who he is. His card is straight, his record good.

Very naturally the question comes up, 'How is any one to know whether a Turner man is loyal to Turner or the union?'

And the answer is, that there are always more than one Turner man in a place, and they spy on each other. Then the interests of the Turner man demands that he shall be true to Turner—otherwise he loses his salary from Turner.

How does Turner secure his men? The answer is easy. His own men are always giving

reports on the men who sway unions. These men can usually be hired. That is, the strong workman, whenever he sees he can make more by working for the 'boss' will work for the 'boss' and let the union slide.

He gets his regular wages, holds his job, and receives his bonus from Turner each month. And usually he salves his conscience by the thought that he is doing the best for the union by stating to it a little plain common sense to the effect that a workman thrives best by considering and working for the best interests of his employer.

The success of a Turner man lies in not allowing any one to know his business. He may have suspicions as to who other Turner men are, but he holds no parley with them, nor with the managers of the shop. He does his work, and every night writes his report to the nearest Turner office and sends it off in a plain envelope."

You will notice that under the Turner plan, their "inspectors" draw two salaries, one in the factory in which they work, and one from the Turner Information Bureau. It very frequently—and we might almost say it always follows that an unscrupulous man who will betray his fellow workmen and be a Judas to his organization, will also be equally untrue to himself. Therefore, he is satisfied with one salary, and draws the one which comes the easiest.

If you will observe in your community the men who have no visible means of support in the fact that they do not work steadily, while at the same time they spend money, associate with union officials, and take a very active part in union affairs both day and night, then you can be reasonably certain that such persons will bear watching.

They would not be dangerous except for their disposition to punish the enemies which they make by falsely reporting them to the Bureau of Information, who, in turn, reports to the employer.

Then, again, the Turner men use their membership in the union in such a way as to destroy the union influence. They endeavor to place the union in a false and ridiculous position upon every opportunity, to the end that its growth and progress may be checked. They

are also particularly active in casting suspicion upon the conservative and loyal members of the union, handicapping them in their efforts to direct the union through a safe and proper channel.

Look over the membership in your various locals, and ascertain whether you have members who measure up to this standard, and if so, govern yourselves accordingly.

LOCAL UNION OFFICERS.

It requires no argument upon my part to show that the members who are sufficiently interested in the affairs of our organization to attend the local union meetings are the best equipped to understand the aims, purposes and possibilities of our organization, and that such persons, actuated by proper motives are best qualified to legislate for the union at all times.

I mean this statement in no way to disparage the intelligence of that portion of the membership, who, either by natural inclination or by reason of residing at inconvenient distance from the local union meetings, do not attend, and I wish only to state that which must be apparent to the most casual observer, which is that experience in handling any problem is necessary in order to secure the most beneficial results.

To this end I recommend that in all local unions in the election of local officers and delegates to Conventions, and to any important positions, only such members as have attended at least one-half of the regular meetings of the local union shall be eligible for office, except in cases where members do not desire to serve in any capacity may decline, and the eligible candidates shall be those in order who have not attended a majority of the local union meetings, and that the constitution be amended so as to conform to these requirements. And I recommend a further amendment that in elections to each office the candidate shall be entitled to one vote for each regular local union meeting attended. For example, a member attending 40 meetings shall be entitled to 40 votes, and a member attending 20 meetings shall be entitled to 20 votes, and so on.

THE EIGHT-HOUR DAY.

To some extent the eight-hour day has been discussed in our organization, and this Con-

vention will be called upon to declare for an eight-hour day in the shoe trade at a given date.

It is hardly necessary for me to state that I am in favor of the shorter workday, and shall take every rational step necessary to secure not only the eight-hour workday, but even a shorter day of toil when it can be secured with a reasonable degree of certainty and then maintained.

About the most notable instance of advocacy of the eight-hour day occurred in the City of Brockton early in the present year, at which time the Cutters' Local Executive Board notified the union stamp shoe manufacturers in that city that on and after February 1, 1906, "*they would work eight hours per day,*" and requested the manufacturers for an answer to this declaration not later than January 22. This declaration was not successfully carried out; first, because it was entirely out of harmony with our contract, which recognizes the right of the manufacturer to have something to say with reference to the hours of labor.

On the matter being called to the attention of the General Officers, we were obliged to recognize the fact that the Cutters had no right to expect to establish the eight-hour day by their own declaration, without the consent of the employers, any more than the employers would have a right to establish a ten-hour day instead of nine, upon their own motion and without the consent of the Cutters' Union.

The manufacturers having refused to accede to the demand of the Cutters, the local executive board held a meeting and voted to recommend to a mass meeting of Cutters to be held on the evening previous to February first that they cease work the following morning for the purpose of establishing the eight-hour day.

Before this mass meeting occurred, however, some of the board members, realizing the seriousness of the situation, and correctly gauging the purpose of the manufacturers who would not consent to the innovation, held another meeting of their local executive board and reversed their first decision; then decided to recommend to the mass meeting that the demand for the eight-hour day be withdrawn; that a *request* for the eight-hour day be substituted, and negotiations be entered into with

the employers for the purpose of establishing the eight-hour day, or a more satisfactory scale of wages, and failing of success, that the matter be referred to this Convention.

It is to the credit of Brockton Cutters' Union No. 35 that this last recommendation of the executive board was endorsed almost unanimously by a meeting of nearly 1,000 Cutters.

We have since learned that the originators of the eight-hour day demand, say that they did not seriously intend to put their demand into operation; and draw attention to the wording of the notice to the manufacturers—"that on and after February first, they would work eight hours per day"—as a proof of their real position, and they ask the question: "Is it not true that we worked eight hours a day?" It is to be regretted that men of experience and wisdom—if you can take their own testimony—should indulge in such child's play and such juggling of words in dealing with the serious problems affecting labor. It is to be deplored that men actuated by a desire to pose as clever manipulators of the labor movement should indulge in practices which bring such discredit and injury upon the cause of labor.

Whether there was a mental reservation not to carry out their threat to establish the eight-hour day on and after February first in the Brockton cutting rooms, it was the general public impression which also extended to the rank and file of the membership, that this declaration was seriously intended; and the injury worked to our organization by the demonstration and the supposition that our members had no more regard for their contract obligation than shown by the notice sent to the manufacturers, is one from which we shall not recover for many years to come.

While the eight-hour day is much to be desired, the thing that is most necessary is to shape our course so that we may not put off the day when the shorter workday may be secured without premature action, which is bound to lead to disappointment and failure. Tin horn methods lead to failure.

In the first place, the degree of organization in the shoe craft must be much greater than today, because to successfully establish the

eight-hour day, organization must be nearly general in the trade; otherwise the non-union manufacturers will have an advantage over the union manufacturers in proportion to the difference in the hours of labor between the organized and the unorganized factories.

Every time shorter hours and higher wages are established in union factories, the non-union manufacturer vents a sigh of relief and rejoices at his broadened prospect of getting the business away from the union manufacturer.

Then, again, it is a fact that a very large percentage of workers in the shoe trade are employed by the piece, and actually work less than eight hours per day; and they will be disposed to object to a flat declaration for eight hours, which might result in compelling them to work a full eight hours per day, while they now work less.

On the other hand, we have the cutters, who, to a considerable extent are employed by the day, and are obliged to work certain fixed hours; while to offset this a large percentage work by the piece; and a still larger percentage work both by the piece and by the day in unorganized factories, and they will always be a menace to the successful carrying out of the eight-hour day.

It is my candid opinion, based upon years of observation, that the only practical thing that can be done in the direction of establishing the eight-hour day, is to build an organization sufficiently strong numerically and financially to successfully establish the eight-hour workday.

We should profit by the experience of the granite cutters, carpenters, printers, cigar-makers, and other organizations, in which the eight-hour day has become to some extent established; and not forget that their declaration for the eight-hour day, and the success in whatever measure it has been achieved, was not accomplished by the organization in its infant stages, as we are today, but after it had gained its vigorous manhood, and the agitation for the shorter workday was continued for many years throughout the entire organization, and not through a part or subdivision of the craft.

It must not be forgotten that the present

nine-hour day which prevails largely in the Brockton district, was a voluntary concession by the manufacturers, beginning first with the George E. Keith Co., voluntarily giving nine hours for the summer months. This was followed by the W. L. Douglas Shoe Co. going one better, and giving the nine-hour day for the entire year. The Keith Co. then followed suit; and other manufacturers in Brockton and vicinity fell in line more or less reluctantly; thus the scarcity of good cutters and the excellent condition of business made the nine-hour day possible, in that district, without preliminary effort by the union.

WE MUST HAVE A CHANGE.

For the purpose of carrying out the aims and purposes of our organization, as declared at this Convention, a very decided change must be brought about in the direction of a greater degree of harmony between the local unions and the General Union, which can only be secured through the co-operation of the local unions with the parent organization.

It is not an uncommon practice for a local union, or for a group of local unions, and occasionally for a group of individuals, to set up a line of reasoning contrary to the declared policy of our organization, and by appealing to the membership, some times by willful misrepresentation, at other times by using a grain of truth with a great deal of untruth, manufacturing prejudice against the National Union, which operates to the disadvantage of our whole movement.

The right of the General Union to deal with general matters pertaining to the organization is questioned, and the particular local group set up their contentions and their plans as being superior to that of the General Union, and endeavor to substitute their plans and interpret our constitution.

At this time I am not going to question the wisdom of their course, but contend that the general laws should govern. I simply dwell upon the necessity of our Conventions mapping out a certain well defined and plain line of procedure, and then requiring local unions and members to conform thereto. The working out of the plans may not be entirely successful, but if the general plan is followed,

its weaknesses and shortcomings may be discovered, and then at our next Convention proper remedies may be applied. But as we stand today, the General Conventions declare for certain things, and then local unions or individuals set themselves up against this declaration, and they question its wisdom, and if not agreeable to them, the policy outlined by Conventions is ignored entirely, to the very great disadvantage of the movement.

The right of the General Executive Board to exercise the authority vested in it by our Constitution is questioned, resisted, and their every act distorted and ridiculed. Under such circumstances it must be apparent to any one that it is difficult to make any substantial progress, as the non-unionist is furnished by members of our own union with excuses why he should not join our organization. It is not by this method that successful organization of any kind has been secured, and we believe that nothing short of a more unanimous sentiment in favor of the organization will produce the desired results.

Because we do not make phenomenal gains in membership, the conclusion is reached that a change of officers is desired. This is an old story that has been overworked in all past forms of organization in our craft, as well as in other trades and callings; and upon following this course of reasoning, and the change of officers being secured, and the form of organization changed, history again repeats itself.

Give us a loyal membership, which means obedience to our laws and policy and recognition of the authority of local and General Officers in all decisions.

GENERAL ORGANIZERS.

The term "General Organizer," is made to apply to those engaged in that work as well as in the work of arranging price lists for local unions having no business agent, and in union stamp advertising. Not all men are possessed of the qualities necessary to successfully negotiate price lists, especially in localities where there is but little organization; hence we have to use the organizers who have proven most successful in this line of work. As most of our local unions do not employ a business agent, it follows that there is a

great deal of price list work to do, a large portion of which is assigned to the General Organizers, upon the request of the local unions directly concerned.

This method has given quite general satisfaction, because it relieves individuals employed in the factory from unnecessary embarrassment through any activity in price list matters, which might make them offensive to the employer. The General Organizer is not under obligations to the employer, and, consequently, may negotiate price lists without suffering loss of employment.

In accordance with the policy of our organization, the organizers are instructed not to assume any arbitrary or dictatorial powers with reference to wages, but to simply operate in an advisory capacity with the local unions or local executive board. The experience of organizers in dealing with such questions has enabled them to acquire a degree of knowledge and experience which greatly assists them in understanding the influence that operate for and against wages.

The fact that the expenses of organizers vary is due to their being moved from one place to another on price list matters or upon other matters of importance to the local unions, and because of the fitness of any particular organizer for the work in hand. In order to avoid this expense, and to have organizers available for grievances at the shortest possible notice, it has been suggested that organizers be given certain districts to cover, and to confine their efforts entirely to such districts. We have tried this plan and find it works very well in the matter of union stamp advertising, but when you go beyond that to the point of settling local union disputes and taking care of price lists, the scheme is absolutely impracticable in the sense of getting the best results.

In assigning organizers to handle grievances we send the man most acceptable to the local union and members, and who has the greatest influence with the employer. These desired qualifications are often difficult to secure.

It would be well for this Convention to measure our expenditures for strikes as against the entire expenses of the organizers, and take into account the possibility of becoming in-

involved in serious labor troubles, which would mean large expenditures of funds through injudicious management of grievances by organizers not especially fitted for the work.

We are not going to pretend that mistakes are not made, but we do say that the best results are secured along the lines which we have pursued with reference to assigning organizers to take up the wage question and other matters in behalf of local unions.

THE GROVER DISASTER.

On the morning of March 20, 1905, news reached our general office that an explosion had occurred at the factory of R. B. Grover & Co., Brockton, Mass., in which, through the explosion and the resultant fire the loss of life and the serious injury to many of our members was inevitable.

As further information reached us, our worst fears were realised.

It appears that one of the boilers, for some reason which has not been fully determined, exploded, wrecking the building and causing it to take fire, and inside of thirty minutes this magnificent plant was reduced to smoking ruins.

In that part of the factory remote from the power department, the employees who were just assembled in happy anticipation of their day's work, the employees were able to escape from the wrecked building and the swiftly devouring flames without serious injury; but in the vicinity of the explosion and on the floors above the engine-room the loss of life was swift and fearful, to the extent that out of fifty-seven lives reported lost, only a very few could be identified with any degree of certainty.

Between seventy and eighty of our members were injured more or less seriously, and many escaped with their lives by the aid of those who were pinned down beyond hope of release themselves. Many cases being graphically reported where the last remaining seconds of those with arms free but suffering the torture of maimed bodies and facing swiftly approaching death by fire, aided those within reach to release themselves from the tangled mass of shafting, machinery and beams, thus enabling them to reach places of safety in advance of the consuming fire.

For many days following the disaster, the city of Brockton was in a state of gloom.

The day set for the burial of the unidentified dead was one of sadness so impressive as to remain a vivid memory with all who witnessed the sad rites in which all the community jointly participated in one bond of common grief which recognized no creed.

We are fortunate in the fact that our form of organization made available the immediate use of funds to meet such an emergency without the necessity of formalities that would but add to the sufferings of the afflicted.

All formality in the filing of sick and death claims due to this calamity were set aside and the benefits paid at once, and the usual papers were afterwards prepared and filed covering each case.

In addition to the prompt payment of every claim, the General Executive Board authorized the appropriation of two thousand five hundred dollars to be placed at the disposal of a citizens' committee, composed in part of prominent members of our union.

This committee has disbursed about one hundred thousand dollars in a manner so equitable as to reflect credit upon their judgment and sense of equity, which was a very weighty problem because of the immediate and future needs of dependent children and others stricken by this most regrettable visitation.

We mourn our many members whose lives went out with this calamity; we revere the memory of those who aided, unmindful of their own certain death and exhibited that true fraternal impulse to forget self and close their earthly existence in performing noble deeds in the rescue of their more fortunate comrades. We sympathise with those whose sorrow is coupled with the sad event of March 20, 1905.

THE SAN FRANCISCO EARTHQUAKE.

Early on the morning of April 18, 1906, an earthquake occurred on the pacific coast which was most serious in the city of San Francisco, causing great loss of life and untold millions of property, largely through the fire which followed the earthquake.

Hundreds of thousands of people were rendered homeless and made fleeing refugees from the devouring flames.

Upon learning from the newspaper reports that the area covered by the devastation must seriously affect our members and the union stamp factories, we at once sent a telegram to the secretary of each of our three local unions in San Francisco asking that they telegraph the needs of our members and how money could reach them quickly. It was ten days before we got word that none of our members lost their lives and few were injured; but that many were homeless and in urgent need of assistance.

We at once telegraphed one thousand dollars to a joint committee appointed by a joint meeting of the three unions, and then sent out a circular to our local unions asking for contributions to a fund to relieve our members in San Francisco.

The response was prompt and liberal, especially in view of the approach of this Convention, which made it necessary to be less liberal owing to the large necessary expense of sending delegates.

Some locals, governed by their hearts rather than their heads, donated to the fund in preference to sending delegates here.

The General Secretary will report the collection and his disposal of this fund. In such emergencies it must be apparent that to help quickly is to relieve much distress, and thus we are furnished with still another proof that an organization having a sound financial basis is a thousand times more practical than one based upon good intentions and high-sounding printed declarations and promises.

CONCLUSION.

The policy of our organization from the beginning has been simply a declaration by our Conventions, coupled with a constitution which the General Officers and General Executive Board have been expected to carry out. They have done so conscientiously and consistently in the face of great opposition at times, and seldom has it happened that the full policy of our organization has had free play and an opportunity to give expression to that form of organization which we stand for in Conventions. Hence it cannot be said that our form of organization is wrong. On the contrary, the fact that we have made such remarkable progress under such adverse circumstances

and with such a tremendous handicap put upon us by our own members, and that the efforts of the disorganizers have to a great degree nullified the efforts of our organizers, must be apparent, and that we now occupy the position of one of the great labor organizations of this country, and the fact that we are mentioned by discerning and true trade unionists as one of the successful organizations, speaks with greater emphasis than I can in approval of our form of organization.

I, therefore, conclude my report expressing the hope that this Convention will in some manner which will leave no room for doubt, take such steps as will enable the executive officers, no matter who they may be, to carry out the declarations of our Conventions in accordance with the authority vested in them by the constitution, and free from the interference of those who should be engaged in the constructive work of the organization, rather than in the work of undoing that which has been accomplished.

In closing I express nothing but the kindest feelings for those who have seen fit to honestly differ from me, as well as for those who have willfully sought to retard the progress of our union, and hope that the day is not far distant when they will realize that their best interests lie in the direction of supporting the organization and its executive officers without regard to their personality.

To those numerous and staunch friends of our organization who have given their enthusiastic and loyal support, I am deeply grateful, because their sympathy and encouragement have made our task much lighter than it would otherwise have been, and whose assistance has been so encouraging as to make our work for the most part agreeable and stimulating.

This Convention being the supreme head of our organization, it now becomes the duty of the delegates here assembled to legislate for the best interests of the membership, and to see that no backward step is taken, but that our watchword will be "On and still on to still greater achievements."

Fraternally submitted,

John F. Tobin

Referred to committee on officers' reports.

The Chair stated that the next order of business would be the reading of the report of the General Secretary-Treasurer, but inasmuch as it would be impossible for this report to be read within the time of adjournment, suggested that it be laid over until the Tuesday morning session, which suggestion was accepted by the Convention.

Secretary Baine stated that he had been requested for information relative to allowing others than delegates to attend the sessions of the Convention, believed that the Convention should decide whether open sessions should be held or whether the sessions were to be confined to the delegates and members of the union in good standing.

Delegate Campbell, 25, moved that the sessions be open to the public.

Delegate Regan, 192, offered an amendment that the sessions be open to the members of the Boot and Shoe Workers' Union in good standing.

Delegate C. A. Kelley, 35, moved an amendment to the amendment that out-of-town visitors be admitted who are vouched for by the delegates.

Delegate Regan, 192, accepted the amendment to the amendment.

Delegate Ronald, 260, favored the amendment; did not believe the sessions should be open to the public.

Amendment adopted.

Delegate J. B. Abbott, 99, moved that visitors occupy the seats in rear of hall.

Delegate O'Dell, 232, opposed.

Delegate Kelly, 35, opposed.

Motion lost.

Delegate Regan, 192, moved that a press committee of three be appointed.

Adopted.

Delegate Watson, 192, moved that no reporters be allowed here unless they carried a union card in the Newswriters' Union.

Adopted.

President Tobin: "There is a gentleman visiting the city now, a Mr. Weatherbee of England, who is a student of economic conditions. He is visiting many industrial centers of this country and is particularly interested in the shoe trade, and I would like the privilege of inviting him to attend our sessions while he

is in the city. He is a good friend of the workers."

Delegate Studley, 44, moved that Mr. Weatherbee of England be invited to attend our sessions.

Adopted unanimously.

Secretary Baine said he had been requested by a photographer to ask the Convention whether or not they desired to have a picture of the delegates taken.

Delegate McGaughey, 122, moved that a committee of three be appointed to consider the advisability of having a group picture taken of the delegates at this Convention and also to make arrangements if one is taken.

Delegate Laird, 35, offered an amendment that all delegates to this Convention who wish to have their pictures taken as suggested by the Secretary-Treasurer be asked to stand up.

The Chair ruled the amendment out of order.

After considerable discussion by a number of delegates the motion was carried and the Chair appointed a committee composed of Delegates McGaughey, 122, Delegate O'Dell, 232, and Delegate Flahive, 25.

The Chair said if there was no objection he would name the three general auditors to act as press committee.

Delegate Dullea, 205, raised the point that the Chair could not appoint a committee composed of members who are not delegates to the Convention.

The Chair decided the point of order well taken.

Delegate Byrne stated that there was a resolution passed in the Cincinnati Convention that no delegate be allowed to act as reporter for any paper.

Delegate Byrne, 225, moved that no delegate of this Convention be allowed to act in the capacity of reporter for any newspaper.

Delegate Watson, 192, offered an amendment that no member of the Boot and Shoe Workers' Union be allowed to act as reporter for any paper.

The Chair expressed doubt as to whether this Convention has a right to dictate the action of any member of the Boot and Shoe Workers' Union, at this Convention, in a matter of this kind.

Delegate Kelley, 143, favored the amendment.

Delegate Watson, 192, believed that it was unfair for the delegates of this Convention to act as reporters and thus deprive men employed at that craft from the work that properly belongs to them.

Delegate Dullea, 205, opposed the amendment, as its adoption would take away the prerogative of members and believed that he had a right to use his time as he saw fit after the closing of the sessions of the Convention. Many members in his city are obliged to work morning, noon and evening as waiters in addition to their work in the factories, and if this Convention attempts to take this right away from the members it will bust the organization. It is ridiculous to say that a man or woman shall not increase his or her income by overworking, if they desire.

Delegate Laird, 15, opposed the amendment.

Delegate Lynch, 192, favored the amendment; believed that if these papers desired the news they should be willing to send reporters. The State Branch of the American Federation of Labor in Massachusetts would not allow any reporter to attend its sessions if not a member in good standing of a Newspaper Writers' Union and he believed this Convention should adopt the same course.

Delegate Watson, 192, spoke again in favor of the amendment.

The Chair stated that the motion before the house was as follows: No reporter shall write the news of this Convention excepting one having a card in the Newspaper Writers' Union.

Adopted unanimously.

The Convention then adjourned until 9 o'clock Tuesday morning.

SECOND DAY—MORNING SESSION.

Convention was called to order at 9 o'clock by President Tobin.

Absent at roll call:

Jos. Short, 130.

J. C. Schaeffer, 15.

Mat Kasper, 213.

Secretary Baine read the following telegram from President Gompers of the American Federation of Labor:

"Washington, D. C., June 18, 1906.

Mr. John Tobin, President Boot and Shoe Workers' Convention, Milwaukee, Wis.:

In the name of the executive council in session assembled I send fraternal greeting to you and your assembled delegates. May your organization grow in numbers and power and become the great potent force for the good of your industry and its men.

SAMUEL GOMPERS,
President American Federation of Labor."

Received and placed on record.

Secretary Baine then stated that in answer to a question by Delegate Laird yesterday with reference to unions that had been loaned or donated money to send delegates to this Convention, he mentioned the names of three different unions, and he wished now to say further that he loaned Union No. 371, \$345 on a note, which he did on his own responsibility. The former secretary of that union had absconded, taking the funds of the union, except \$400, which was in the bank, but tied up temporarily, and at the request of that union he loaned them \$345 and took their note. In doing this he realized that in the event of the note not being paid, he would have to stand the responsibility personally, which he was willing to do.

General Auditor McDonald reported on a belated credential from Union No. 363, Dele-

gate E. Rhodes, with the recommendation that he be seated.

Secretary Baine suggested that it would be better to add to that recommendation, "subject to ratification of the registry card at headquarters." He believed that the credential committee should telegraph to headquarters and find out whether this member is eligible under the Constitution, which could be done in a few hours.

President Tobin: Inasmuch as the credential is not in regular form, it might be better to have some additional verification besides the registry card. We have a delegate here from Keokuk, if not two, who might be able to say whether this credential is regular.

Delegate Vaughn, 363: I can vouch for Brother Rhodes as being the alternate for Brother Haisch, who was elected as regular delegate, but it was impossible for him to be here, and I can say that Brother Rhodes has been for three years a member in good standing of 363.

Secretary Baine: I do not want to be misunderstood in the matter. I, myself, feel certain that Brother Rhodes is eligible to serve, but I do not think this Convention can consistently seat a delegate without that examination being made.

Delegate Howes, 20, moved that further action upon this subject be deferred until a report is received from headquarters with reference to the standing of Brother Rhodes in accordance with the usual custom.

Adopted.

General Vice President Lovely then took the chair, and General Secretary-Treasurer Baine read his report, which is as follows:

REPORT OF GENERAL SECRETARY-TREASURER.

To the Officers and Delegates, Seventh Convention of the Boot and Shoe Workers' Union:

FELLOW WORKERS: In this report I have made careful research and present in tabulated form a detailed statement of the organization's financial status. The statement, therefore, may

be somewhat lengthy, and in a degree tiresome, and as I have something to say relative to the general welfare of the organization at the conclusion of my report, I will without further preface most respectfully submit to you the following tabulation, which will be given to the delegates in printed form:

GENERAL FUNDS.

January 1, 1904—May 31, 1906.

| Cr. | RECEIPTS. | EXPENDITURES. | Dr. |
|--------------------|-------------|-----------------------------|------------|
| January, 1904..... | \$24,457 26 | { Strike Fund | \$1,178 67 |
| | | { Sick and Death Fund..... | 7,062 91 |
| | | { General Expense Fund..... | 16,215 68 |
| February, " | 25,642 26 | { Strike Fund | 1,168 00 |
| | | { Sick and Death Fund..... | 7,839 71 |
| | | { General Expense Fund..... | 16,634 55 |
| March, " | 24,708 65 | { Strike Fund | 2,084 00 |
| | | { Sick and Death Fund..... | 9,328 37 |
| | | { General Expense Fund..... | 13,296 28 |
| April, " | 25,263 83 | { Strike Fund | 1,084 00 |
| | | { Sick and Death Fund..... | 8,421 27 |
| | | { General Expense Fund..... | 15,758 56 |
| May, " | 19,751 89 | { Strike Fund | 668 00 |
| | | { Sick and Death Fund..... | 6,583 96 |
| | | { General Expense Fund..... | 12,499 93 |
| June, " | 20,267 57 | { Strike Fund | 738 00 |
| | | { Sick and Death Fund..... | 6,755 85 |
| | | { General Expense Fund..... | 12,773 72 |
| July, " | 23,507 16 | { Strike Fund | 7,559 00 |
| | | { Sick and Death Fund..... | 7,835 72 |
| | | { General Expense Fund..... | 8,112 44 |
| August, " | 21,797 50 | { Strike Fund | 116 00 |
| | | { Sick and Death Fund..... | 5,491 48 |
| | | { General Expense Fund..... | 16,190 07 |
| September, " | 21,576 95 | { Sick and Death Fund..... | 6,377 57 |
| | | { General Expense Fund..... | 15,199 38 |
| October, " | 21,936 55 | { Sick and Death Fund..... | 6,464 63 |
| | | { General Expense Fund..... | 15,471 92 |
| November, " | 19,856 85 | { Sick and Death Fund..... | 5,382 70 |
| | | { General Expense Fund..... | 14,474 15 |
| December, " | 25,074 09 | { Strike Fund | 2,496 00 |
| | | { Sick and Death Fund..... | 6,454 23 |
| | | { General Expense Fund..... | 16,123 86 |
| January, 1905..... | 21,295 89 | { Strike Fund | 1,622 00 |
| | | { Sick and Death Fund..... | 5,302 36 |
| | | { General Expense Fund..... | 14,371 53 |
| February, " | 21,677 48 | { Strike Fund | 2,272 00 |
| | | { Sick and Death Fund..... | 5,380 94 |
| | | { General Expense Fund..... | 14,024 54 |
| March, " | 21,885 58 | { Strike Fund | 3,509 36 |
| | | { Sick and Death Fund..... | 7,295 19 |
| | | { General Expense Fund..... | 11,081 04 |
| April, " | 22,128 10 | { Strike Fund | 1,434 00 |
| | | { Sick and Death Fund..... | 7,376 03 |
| | | { General Expense Fund..... | 13,318 07 |
| May, " | 20,088 78 | { Strike Fund | 863 00 |
| | | { Sick and Death Fund..... | 6,691 26 |
| | | { General Expense Fund..... | 12,534 52 |
| June, " | 20,916 48 | { Strike Fund | 196 00 |
| | | { Sick and Death Fund..... | 6,972 16 |
| | | { General Expense Fund..... | 13,748 32 |
| July, " | 20,337 31 | { Strike Fund | 580 00 |
| | | { Sick and Death Fund..... | 6,779 10 |
| | | { General Expense Fund..... | 12,978 21 |
| August, " | 22,413 18 | { Strike Fund | 1,168 00 |
| | | { Sick and Death Fund..... | 7,471 06 |
| | | { General Expense Fund..... | 13,774 12 |

GENERAL FUNDS—Continued.

| CR. | RECEIPTS. | EXPENDITURES. | DR. |
|--------------------|---------------------|--|---------------------|
| September, " | 23,920 18 | { Strike Fund 416 00 Sick and Death Fund..... 7,973 39 General Expense Fund..... 14,530 79 | |
| October, " | 20,214 53 | { Strike Fund 828 00 Sick and Death Fund..... 6,738 17 General Expense Fund..... 12,648 36 | |
| November, " | 21,609 12 | { Strike Fund 572 00 Sick and Death Fund..... 7,203 04 General Expense Fund..... 13,834 08 | |
| December, " | 24,820 41 | { Strike Fund 1,009 14 Sick and Death Fund..... 8,273 47 General Expense Fund..... 15,537 80 | |
| January, 1906..... | 23,623 68 | { Strike Fund 482 00 Sick and Death Fund..... 7,874 56 General Expense Fund..... 15,267 12 | |
| February, " | 22,354 49 | { Strike Fund 232 00 Sick and Death Fund..... 7,451 49 General Expense Fund..... 14,671 00 | |
| March, " | 26,127 59 | { Strike Fund 236 00 Sick and Death Fund..... 8,709 19 General Expense Fund..... 17,182 40 | |
| April, " | 20,791 53 | { Strike Fund 6,930 51 Sick and Death Fund..... 6,930 51 General Expense Fund..... 6,930 51 | |
| May, " | 23,915 37 | { Strike Fund 7,971 79 Sick and Death Fund..... 7,971 79 General Expense Fund..... 7,971 79 | |
| Total..... | <u>\$651,960 26</u> | Total..... | <u>\$651,960 26</u> |

| | |
|------------------------------------|-------------|
| Total to Strike Fund..... | \$48,413 46 |
| Total to Sick and Death Fund..... | 206,392 06 |
| Total to General Expense Fund..... | 397,154 74 |

| | |
|------------|---------------------|
| Total..... | <u>\$651,960 26</u> |
|------------|---------------------|

STRIKE ASSISTANCE FUND.

January 1, 1904—May 31, 1906.

| DR. | RECEIPTS. | EXPENDITURES. | CR. |
|--------------------------------------|-------------|--------------------------------------|------------|
| 1904. | | | |
| January 1, To Balance..... | \$60,000 00 | By Union 15, Rochester, N. Y..... | \$6,692 00 |
| January 1, From General Funds, | \$1,178 67 | " " 32, Lynn, Mass. | 292 00 |
| February 1, " " " | 1,168 00 | " " 93, Chicago, Ill. | 3,824 00 |
| March 1, " " " | 2,084 00 | " " 94, Chicago, Ill. | 2,412 00 |
| April 1, " " " | 1,084 00 | " " 118, Brockton, Mass. | 50 00 |
| May 1, " " " | 668 00 | " " 124, Elgin, Ill. | 2,096 00 |
| June 1, " " " | 738 00 | " " 133, Chicago, Ill. | 1,404 00 |
| July 1, " " " | 7,559 00 | " " 192, Brockton, Mass. | 156 00 |
| August 1, " " " | 116 00 | By Union 213, Chicago, Ill. | \$1,144 00 |
| September 1, " " " | | " " 250, Chicago, Ill. | 624 00 |
| October 1, " " " | | " " 269, New Orleans, La.... | 900 00 |
| November 1, " " " | | " " 298, Chicago, Ill. | 552 00 |
| December 1, " " " | 2,496 00 | " " 302, Chicago, Ill. | 472 00 |
| 1905. | | " " 303, Chicago, Ill. | 476 00 |
| January 1, " " " | 1,622 00 | " " 339, San Francisco, Cal.. | 172 00 |
| February 1, " " " | 2,272 00 | " " 415, Auburn, Me. | 158 00 |
| March 1, " " " | 3,509 35 | " " 351, Milwaukee, Wis. | 60 00 |
| April 1, " " " | 1,434 00 | By Joint Council 2, Haverhill, Mass. | 3,064 00 |
| May 1, " " " | 863 00 | " " " 4, Lynn, Mass.... | 8 00 |
| June 1, " " " | 196 00 | " " " 14, Chicago, Ill.... | 8,731 35 |

STRIKE ASSISTANCE FUND—Continued.

| Cr. | RECEIPTS. | | | | EXPENDITURES. | | Dr | |
|--------------|-----------|---|---|----------|---------------|---|----------------------|--------|
| July 1, | " | " | " | 580 00 | " | " | 16, Cincinnati, O... | 50 67 |
| August 1, | " | " | " | 1,168 00 | " | " | 17, Montreal, Que. | 829 14 |
| September 1, | " | " | " | 1,416 00 | | | | |
| October 1, | " | " | " | 828 00 | | | | |
| November 1, | " | " | " | 572 00 | | | | |
| December 1, | " | " | " | 1,009 14 | | | | |
| 1906. | | | | | | | | |
| January 1, | " | " | " | 482 00 | | | | |
| February 1, | " | " | " | 232 00 | | | | |
| March 1, | " | " | " | 236 00 | | | | |
| April 1, | " | " | " | 6,930 51 | | | | |
| May 1, | " | " | " | 7,971 79 | | | | |

From Refunds:

| | |
|-------------------------------------|------|
| From Union 15, Rochester, N. Y... | 8 00 |
| From Union 339, San Francisco, Cal. | 8 00 |
| From error | 8 00 |

By balance on hand May 31, 1906....\$74,270 30

\$108,437 46\$108,437 46To total balance on hand May 31,
1906.....\$74,270 30

GENERAL EXPENSE FUND.

| Dr. | | | RECEIPTS. | | EXPENDITURES. | Cr |
|------------|---------------------|-------------|-----------|-------------------------------------|-------------------|----|
| 1904. | | | | | 1904. | |
| January, | From General Funds, | \$16,215 68 | | January, By balance (deficit) | \$46,070 40 | |
| February, | " | " | 16,634 55 | | GENERAL OFFICERS. | |
| March, | " | " | 13,296 28 | To John F. Tobin, salary | \$ 4,845 96 | |
| April, | " | " | 15,758 56 | To John F. Tobin, expense | 1,766 22 | |
| May, | " | " | 12,499 93 | To Collis Lovely, salary | 4,362 12 | |
| June, | " | " | 12,773 72 | To Collis Lovely, expense | 3,596 37 | |
| July, | " | " | 8,112 44 | To C. L. Baine, salary | 4,362 12 | |
| August, | " | " | 16,190 07 | To C. L. Baine, expense | 1,934 16 | |
| September, | " | " | 15,199 38 | | ORGANIZERS. | |
| October, | " | " | 15,471 92 | To Philip J. Byrne, salary | 2,592 00 | |
| November, | " | " | 14,474 15 | To Philip J. Byrne, expense | 2,715 57 | |
| December, | " | " | 16,123 86 | To Francis J. Clarke, salary | 168 00 | |
| 1905. | | | | To Francis J. Clarke, expense .. | 170 73 | |
| January, | " | " | 14,371 53 | To Jere E. Donovan, salary | 90 00 | |
| February, | " | " | 14,024 54 | To Jere E. Donovan, expense .. | 157 05 | |
| March, | " | " | 11,081 04 | To George W. Disney, salary .. | 1,186 00 | |
| April, | " | " | 13,318 07 | To George W. Disney, expense .. | 1,047 93 | |
| May, | " | " | 12,534 52 | To John H. Fox, salary | 1,134 00 | |
| June, | " | " | 13,748 32 | To John H. Fox, expense | 835 36 | |
| July, | " | " | 12,978 21 | To John Macdougall, salary | 825 00 | |
| August, | " | " | 13,774 12 | To John Macdougall, expense .. | 860 15 | |
| September, | " | " | 14,530 79 | To C. J. McMorrow, salary | 2,634 00 | |
| | | | | To C. J. McMorrow, expense .. | 2,908 68 | |
| | | | | To Edward W. A. O'Dell, salary .. | 2,628 00 | |
| | | | | To Edward W. A. O'Dell, expense .. | 2,619 70 | |
| | | | | To Geo. B. Robinson, salary | 2,631 00 | |
| | | | | To Geo. B. Robinson, expense .. | 3,688 55 | |
| | | | | To F. A. Sieverman, salary | 768 00 | |
| | | | | To F. A. Sieverman, expense .. | 1,440 69 | |
| | | | | To Mollie E. Weitler, salary | 2,358 00 | |
| | | | | To Mollie E. Weitler, expense .. | 1,888 75 | |
| | | | | | BUSINESS AGENTS. | |
| | | | | To Harlan P. Chesley, salary | 342 00 | |
| | | | | To Charles Driscoll, salary | 579 00 | |
| | | | | To Alex J. Grenier, salary | 342 00 | |

GENERAL EXPENSE FUND—Continued.

| DR. | | | | RECEIPTS. | EXPENDITURES. | | CR. |
|--|---|---|---|-----------|---|-----------|-----|
| October, | " | " | " | 12,648 36 | To Charles E. James, salary.... | 1,133 00 | |
| November, | " | " | " | 13,834 08 | To Mat. Kaspar, salary..... | 486 00 | |
| December, | " | " | " | 15,537 80 | To Mat. Kaspar, expense..... | 74 | |
| 1906. | | | | | To Zotique Lesperance, salary.. | 612 00 | |
| January, | " | " | " | 15,267 12 | To Winifred Lally, salary..... | 9 00 | |
| February, | " | " | " | 14,671 00 | To Gad Martindale, salary..... | 1,044 00 | |
| March, | " | " | " | 17,182 40 | To Gad Martindale, expense.... | 30 36 | |
| April, | " | " | " | 6,930 51 | To Charles Martin, salary..... | 1,005 00 | |
| May, | " | " | " | 7,971 79 | To A. Mathieu, salary..... | 540 00 | |
| | | | | | To A. Peiser, salary..... | 81 00 | |
| | | | | | To E. F. Robinson, salary..... | 792 00 | |
| | | | | | To Frank P. Silva, salary..... | 1,029 00 | |
| | | | | | To William Tateman, salary.... | 1,128 00 | |
| | | | | | To Geo. E. Wadleigh, salary.... | 1,134 00 | |
| | | | | | To Geo. E. Wadleigh, expense.. | 1 80 | |
| | | | | | CLERKS IN OFFICE OF BUSINESS AGENTS. | | |
| From advertisers | | | | 4,083 36 | To Edward J. Cudahy, salary... | 736 00 | |
| From emblem buttons..... | | | | 266 00 | To Alma Goodman, salary..... | 168 00 | |
| From interest on deposits..... | | | | 2,158 37 | To advertising | 97,208 55 | |
| From deposits for union stamps... | | | | 290 00 | To American Federation of Labor tax | 4,819 31 | |
| From re-issue of due books..... | | | | 130 25 | To attorney fees..... | 5,221.43 | |
| From Joint Council No. 17, Montreal Quebec, loan returned..... | | | | 50 00 | To Michael T. Berry, judgment. | 1,500 00 | |
| | | | | | To Delegates American Federation of Labor..... | 1,445 13 | |
| | | | | | DONATIONS. | | |
| From Union No. 44, Brockton, Mass., account services J. P. Murphy... | | | | 367 50 | To Council 4, Lynn, Mass..... | 100 00 | |
| From Union No. 44, Brockton, Mass., safe | | | | 55 00 | To Council 17, Montreal, Que.. | 1,154 00 | |
| From Union No. 350, Menominee, Mich., local funds returned..... | | | | 28 40 | To Council 21, No. Adams, Mass. | 50 00 | |
| From Union No. 60, Portland, Me., local funds returned..... | | | | 3 54 | To Council 22, St. Paul, Minn.. | 50 00 | |
| From Union No. 373, Genoa, Ill., local funds returned..... | | | | 4 72 | To Council 25, St. Louis, Mo.... | 50 00 | |
| From Union No. 207, St. Louis, Mo., local funds returned..... | | | | 75 00 | To Union 15, Rochester, N. Y.. | 500 00 | |
| From Union No. 200, St. Louis, Mo., loan returned | | | | 35 00 | To Union 32, Lynn, Mass..... | 50 00 | |
| From Union No. 126, St. Louis, Mo., loan returned | | | | 39 00 | To Union 260, Lynn, Mass..... | 50 00 | |
| From Joint Council No. 25, St. Louis, Mo., mortgage..... | | | | 100 00 | To Union 289, Lynn, Mass..... | 50 00 | |
| From T. Pariseau, damages for using counterfeit stamp..... | | | | 300 00 | To Union 415, Auburn, Me.... | 200 00 | |
| From William Bryson, loan returned | | | | 25 00 | To Union 416, Auburn, Me.... | 100 00 | |
| From L. H. Buckway, refund..... | | | | 25 00 | To Union 418, Auburn, Me.... | 75 00 | |
| From Carter, Rice Co., refund..... | | | | 63 12 | To Textile Workers' Union, Fall River, Mass..... | 500 00 | |
| From Jordan Marsh Co., refund... | | | | 2 75 | To Tube Workers' Union, Somerville, Mass..... | 200 00 | |
| From Smith Premier Co., refund.. | | | | 11 00 | To Garment Workers' Union, Boston, Mass..... | 200 00 | |
| | | | | | To Women's Label League, Brockton, Mass..... | 50 00 | |
| | | | | | To Card and Label League, Buffalo, N. Y..... | 50 00 | |
| | | | | | To Grover Relief Fund, Brockton, Mass..... | 2,500 00 | |
| | | | | | To Typographical Union, assessment | 1,328 80 | |
| | | | | | To Textile Workers' Union, assessment | 994 08 | |
| | | | | | To Garment Workers' Union, New York, N. Y., loan..... | 500 00 | |
| | | | | | To expressage | 3,095 13 | |
| | | | | | To error..... | 5 00 | |
| | | | | | To election report..... | 550 00 | |
| | | | | | To general executive board.... | 2,920 35 | |
| | | | | | To general inspectors of election | 656 62 | |
| | | | | | To general auditors..... | 579 55 | |
| | | | | | To expert accountant..... | 51 50 | |

GENERAL EXPENSE FUND—Continued.

| Dr. | RECEIPTS. | EXPENDITURES. | Cr. |
|-----------------------------------|---------------------|---------------------------------|---------------------|
| From H. L. Eichelberger, refund.. | 375 00 | MEDICAL EXAMINERS. | |
| From Adams Express Co., refund.. | 4 00 | To M. R. Donovan..... | 10 00 |
| From Union No. 53, E. Weymouth, | | To J. J. McNamara..... | 610 00 |
| Mass., tapes | 10 00 | To office help..... | 37,479 77 |
| From Lynn Evening News, metal.. | 17 43 | To office supplies..... | 6,397 38 |
| From Watson Shoe Co., account | | To printing | 21,425 96 |
| stitching room | 108 30 | To postage | 7,968 94 |
| From miscellaneous receipts..... | 105 83 | To rent and light..... | 6,361 79 |
| From error | 3 43 | To Shoe Workers' Journal..... | 27,967 75 |
| | | To Sixth Convention..... | 4,871 75 |
| | | To special organizing..... | 36,803 88 |
| | | To telephone and telegraph..... | 1,610 89 |
| | | To St. Louis committee..... | 657 73 |
| | <u>\$405,891 74</u> | To balance on hand May 31st, | |
| | | 1906 | 13,444 04 |
| To balance on hand May 31st | | | |
| 1906 | 13,444 04 | | <u>\$405,891 74</u> |

SICK AND DEATH FUND.

Jan. 1, 1904, to May 31, 1906.

| Dr. | RECEIPTS. | EXPENDITURES. | Cr. |
|------------------------|-------------|---|--------------------------------|
| 1904. | | Union Sick Benefit Death Benefit Total Benefits | |
| Jan., To balance..... | \$22,364 00 | 0 At Large | \$8,048 25 \$575 00 \$8,623 25 |
| Jan., To general funds | 7,062 91 | 1 Haverhill, Mass..... | 1,052 50 50 00 1,102 50 |
| Feb., " " " | 7,839 71 | 2 Haverhill, Mass..... | 575 00 575 00 |
| Mch., " " " | 9,328 37 | 6 Haverhill, Mass..... | 5,342 50 350 00 5,692 50 |
| April, " " " | 8,421 27 | 13 Buffalo, N. Y..... | 440 00 150 00 550 00 |
| May, " " " | 6,583 96 | 15 Rochester, N. Y..... | 2,432 50 800 00 3,232 50 |
| June, " " " | 6,755 85 | 19 Farmingham, Mass.. | 1,048 48 50 00 1,098 48 |
| July, " " " | 7,835 72 | 20 Middleboro, Mass... | 2,625 00 150 00 2,775 00 |
| Aug., " " " | 5,491 43 | 21 Manchester, N. H... | 185 70 185 70 |
| Sept., " " " | 6,377 57 | 25 St. Louis, Mo..... | 453 55 200 00 653 55 |
| Oct., " " " | 6,464 63 | 26 Haverhill, Mass..... | 1,251 42 50 00 1,301 42 |
| Nov., " " " | 5,382 70 | 27 New Bedford, Mass. | 190 00 200 00 390 00 |
| Dec., " " " | 6,454 23 | 28 Manchester, N. H... | 864 08 100 00 964 08 |
| 1905. | | 30 Detroit, Mich. | 189 16 189 16 |
| Jan., " " " | 5,302 36 | 31 Whitman, Mass. | 429 95 100 00 529 95 |
| Feb., " " " | 5,380 94 | 32 Lynn, Mass. | 2,383 84 400 00 2,783 84 |
| Mch., " " " | 7,295 19 | 35 Brockton, Mass. | 6,287 01 1,525 00 7,812 01 |
| April, " " " | 7,376 03 | 36 Brockton, Mass. | 2,866 19 650 00 3,516 19 |
| May, " " " | 6,691 26 | 37 Brockton, Mass. | 4,563 60 2,450 00 7,013 60 |
| June, " " " | 6,972 16 | 38 Brockton, Mass. | 6,761 23 2,075 00 8,836 23 |
| July, " " " | 6,779 10 | 44 Brockton, Mass. | 22,490 00 2,250 00 24,740 00 |
| Aug., " " " | 7,471 06 | 45 Auburn, Me. | 1,673 20 150 00 1,823 20 |
| Sept., " " " | 7,973 39 | 46 Rochester, N. Y..... | 380 00 380 00 |
| Oct., " " " | 6,738 17 | 48 Rockland, Mass. | 5,259 60 500 00 5,759 60 |
| Nov., " " " | 7,203 04 | 51 Manchester, N. H... | 1,166 37 150 00 1,316 37 |
| Dec., " " " | 8,273 47 | 52 No. Grafton, Mass.. | 712 50 150 00 862 50 |
| 1906. | | 53 Weymouth, Mass. | 1,635 00 50 00 1,685 00 |
| Jan., " " " | 7,874 56 | 59 Marlboro, Mass. | 617 84 617 84 |
| Feb., " " " | 7,451 49 | 60 Portland, Me. | 32 50 32 50 |
| Mch., " " " | 8,709 19 | 68 Cincinnati, O. | 1,330 69 150 00 1,480 69 |
| April, " " " | 6,930 51 | 69 Whitman, Mass. | 610 74 50 00 660 74 |
| May, " " " | 7,971 79 | 74 Brockton, Mass. | 5,000 18 1,325 00 6,325 18 |
| | | 78 Holbrook, Mass. | 349 65 100 00 449 65 |
| | | 93 Chicago, Ill. | 550 00 350 00 900 00 |
| | | 94 Chicago, Ill. | 1,515 00 300 00 1,815 00 |
| | | 99 Lynn, Mass. | 363 57 363 57 |
| | | 101 Lynn, Mass. | 65 00 65 00 |
| | | 104 Cleveland, O. | 105 00 50 00 155 00 |
| | | 105 Whitman, Mass. | 160 00 160 00 |
| | | 108 Lynn, Mass. | 2,037 11 100 00 2,137 11 |
| | | 111 Brockton, Mass..... | 2,902 50 500 00 3,402 50 |
| | | 118 Brockton, Mass..... | 3,137 72 825 00 3,962 72 |
| | | 122 Randolph, Mass. | 2,704 24 450 00 3,154 24 |

SICK AND DEATH FUND—Continued.

| Dr. | RECEIPTS. | EXPENDITURES. | | | Cr. |
|---------------------|-----------------|----------------------------|--------------|---------------|----------------|
| | | Union | Sick Benefit | Death Benefit | Total Benefits |
| | REFUNDS. | 124 Elgin, Ill. | 252 13 | 100 00 | 352 13 |
| | | 125 Camden, N. J. | 30 00 | | 30 00 |
| Margaret Smith | 40 00 | 126 St. Louis, Mo. | 110 00 | 150 00 | 260 00 |
| V. Tromblay | 45 00 | 130 N. Brookfield, Mass. | 1,248 84 | 25 00 | 1,273 84 |
| T. C. Farrell..... | 5 00 | 133 Chicago, Ill. | 890 00 | 150 00 | 1,040 00 |
| At Large | 3 22 | 137 Rochester, N. Y. | 177 50 | 50 00 | 227 50 |
| A. Raufhake | 5 00 | 139 Springfield, O. | 166 24 | | 166 24 |
| W. A. Coffey..... | 2 13 | 141 Philadelphia, Pa. | 312 50 | 200 00 | 512 50 |
| J. G. Carver..... | 2 87 | 143 S. Braintree, Mass.. | 1,933 25 | 350 00 | 2,283 25 |
| Error | 5 00 | 148 Newark, N. J. | 25 00 | | 25 00 |
| Thomas Burns | 11 25 | 150 Rochester, N. Y. | 712 50 | | 712 50 |
| Warren Flanders.... | 18 75 | 159 Syracuse, N. Y. | 335 00 | | 335 00 |
| Nelson Junior | 17 50 | 160 Brooklyn, N. Y. | 1,852 84 | 350 00 | 2,202 84 |
| F. J. O'Brien..... | 12 50 | 161 Spencer, Mass. | 665 35 | | 665 35 |
| E. J. Timmons..... | 5 00 | 162 Worcester, Mass. | 587 13 | 150 00 | 737 13 |
| Pearl Stickrod | 5 00 | 163 No. Adams, Mass. | 335 00 | 100 00 | 435 00 |
| James Bonner | 1 44 | 165 No. Adams, Mass. | 70 00 | | 70 00 |
| W. H. Brown..... | 65 00 | 170 Milwaukee, Wis. | 280 00 | | 280 00 |
| H. J. Ladd..... | 13 21 | 174 Salem, Mass. | 1,285 00 | | 1,285 00 |
| F. E. Denham..... | 4 29 | 191 Haverhill, Mass. | 1,122 54 | 300 00 | 1,422 54 |
| F. Kimball | 22 50 | 192 Brockton, Mass. | 9,717 88 | 1,150 00 | 10,867 88 |
| H. Davis | 2 87 | 197 Sheboygan, Wis. | 156 43 | | 156 43 |
| — McGraw | 5 00 | 201 N. Adams, Mass. | 595 00 | 150 00 | 745 00 |
| H. L. Spear..... | 71 | 204 Minneapolis, Minn.. | 235 00 | | 235 00 |
| D. Crowley | 28 58 | 205 Lynn, Mass. | 1,434 64 | 100 00 | 1,534 64 |
| — Noonan | 72 | 206 Berlin, Ont. | 184 61 | | 184 61 |
| Ida Ulenritt | 5 00 | 207 St. Louis, Mo. | 663 54 | 150 00 | 813 54 |
| A. P. Nelson..... | 1 45 | 210 Cincinnati, O. | 794 02 | 300 00 | 1,094 02 |
| | | 212 N. Adams, Mass. | 605 00 | | 605 00 |
| | | 213 Chicago, Ill. | 765 00 | 200 00 | 965 00 |
| | | 215 Springvale, Mass. | 1,530 33 | 150 00 | 1,680 33 |
| | | 216 San Francisco, Cal.. | 1,751 38 | 300 00 | 2,051 38 |
| | | 218 Cincinnati, O. | 70 00 | 100 00 | 170 00 |
| | | 219 Portsmouth, O. | 135 00 | | 135 00 |
| | | 221 St. Louis, Mo. | 230 00 | 50 00 | 280 00 |
| | | 222 Cincinnati, O. | 1,493 13 | 600 00 | 2,093 13 |
| | | 225 Auburn, Me. | 530 00 | 100 00 | 630 00 |
| | | 227 Brooklyn, N. Y. | 54 63 | | 54 63 |
| | | 228 Hamilton, Ont. | 222 50 | | 222 50 |
| | | 230 Conway, Mass. | 380 00 | 100 00 | 480 00 |
| | | 232 Hamilton, Ont. | 245 00 | | 245 00 |
| | | 233 Toronto, Ont. | 2,015 37 | 350 00 | 2,365 37 |
| | | 234 Hamilton, Ont. | 1,240 00 | 200 00 | 1,440 00 |
| | | 238 New Bedford, Mass. | 355 00 | | 355 00 |
| | | 243 New Bedford, Mass. | 537 50 | 532 50 | 1,070 00 |
| | | 244 Natick, Mass. | 1,225 00 | 450 00 | 1,675 00 |
| | | 249 Montreal, Que. | 1,169 68 | 50 00 | 1,219 68 |
| | | 250 Chicago, Ill. | 25 00 | 50 00 | 75 00 |
| | | 251 Montreal, Que. | 457 50 | | 457 50 |
| | | 252 Brookfield, Mass. | 1,033 92 | 100 00 | 1,133 92 |
| | | 254 Dalton, Mass. | 5 00 | | 5 00 |
| | | 256 Brockton, Mass. | 3,932 13 | 850 00 | 4,782 13 |
| | | 259 Stoughton, Mass. | 1,390 00 | 250 00 | 1,640 00 |
| | | 260 Lynn, Mass. | 214 28 | | 214 28 |
| | | 262 Belleville, Ill. | 80 00 | | 80 00 |
| | | 265 Dixon, Ill. | 370 00 | 50 00 | 420 00 |
| | | 266 Montreal, Que. | 711 78 | 250 00 | 961 78 |
| | | 267 Montreal, Que. | 77 13 | | 77 13 |
| | | 268 Harshman, O. | 30 00 | | 30 00 |
| | | 269 New Orleans, La. | 505 00 | 425 00 | 930 00 |
| | | 270 Farmington, N. H. | 1,108 40 | 250 00 | 1,358 40 |
| | | 271 Chelsea, Mass. | 310 00 | 50 00 | 360 00 |
| | | 275 Avon, Mass. | 175 00 | 150 00 | 325 00 |
| | | 276 Racine, Wis. | 874 52 | 100 00 | 974 52 |
| | | 278 Webster, Mass. | 3,353 79 | 500 00 | 3,853 79 |
| | | 281 St. Paul, Minn. | 165 00 | | 165 00 |
| | | 282 Neenah, Wis. | 5 00 | | 5 00 |

SICK AND DEATH FUND—Continued.

| DR. | RECEIPTS. | EXPENDITURES. | | | CR. |
|-----|------------------------|---------------|--------------|---------------|------------|
| | | Union | Sick Benefit | Death Benefit | Total Bank |
| 284 | St. Paul, Minn..... | | 5 00 | | 5 00 |
| 285 | N. Adams, Mass..... | | 1,865 86 | 50 00 | 1,915 86 |
| 287 | Haverhill, Mass..... | | 1,293 94 | 100 00 | 1,393 94 |
| 288 | Trenton, N. J..... | | 35 00 | 25 00 | 60 00 |
| 289 | Lynn, Mass..... | | 205 00 | 100 00 | 305 00 |
| 292 | Omaha, Neb..... | | 255 00 | 100 00 | 355 00 |
| 295 | St. Paul, Minn..... | | 400 00 | 50 00 | 450 00 |
| 297 | N. Adams, Mass..... | | 256 05 | | 256 05 |
| 298 | Chicago, Ill..... | | 105 00 | 50 00 | 155 00 |
| 301 | York, Pa..... | | 90 00 | | 90 00 |
| 302 | Chicago, Ill..... | | 100 00 | | 100 00 |
| 303 | Chicago, Ill..... | | 690 00 | 150 00 | 840 00 |
| 305 | Buffalo, N. Y..... | | 217 50 | 200 00 | 417 50 |
| 306 | Marblehead, Mass. . | | 347 50 | | 347 50 |
| 309 | New York, N. Y.... | | 260 00 | 150 00 | 410 00 |
| 315 | Elmira, N. Y..... | | 1,050 72 | 350 00 | 1,400 72 |
| 316 | Salem, Mass..... | | 495 00 | 100 00 | 595 00 |
| 319 | St. Paul, Minn..... | | 492 50 | | 492 50 |
| 320 | San Francisco, Cal.. | | 50 00 | 25 00 | 75 00 |
| 321 | Somerworth, N. H.. | | 360 00 | 100 00 | 460 00 |
| 323 | Danbury, Conn. | | 97 84 | 50 00 | 147 84 |
| 324 | Oakland, Cal..... | | 32 50 | 50 00 | 82 50 |
| 328 | Kansas City, Mo.... | | 25 00 | | 25 00 |
| 331 | Keene, N. H..... | | 15 00 | | 15 00 |
| 332 | Batavia, N. Y..... | | 12 67 | | 12 67 |
| 335 | Petaluma, Cal..... | | 115 70 | 150 00 | 265 70 |
| 338 | St. Louis, Mo..... | | 1,592 00 | 350 00 | 1,942 00 |
| 339 | San Francisco, Cal.. | | 205 00 | | 205 00 |
| 340 | Janesville, Wis..... | | 197 50 | 50 00 | 247 50 |
| 341 | Haverhill, Mass..... | | 677 14 | 250 00 | 927 14 |
| 342 | Fitchburg, Mass. | | 15 00 | | 15 00 |
| 343 | Hillsdale, Mich. | | 65 00 | | 65 00 |
| 344 | Ellsworth, Me..... | | 355 00 | | 355 00 |
| 345 | Rochester, N. H.... | | 127 50 | | 127 50 |
| 347 | Hamilton, O..... | | 125 00 | 100 00 | 225 00 |
| 349 | Mechanic Falls, Me.. | | 169 96 | 50 00 | 219 96 |
| 350 | Menominee, Mich. . | | 265 00 | | 265 00 |
| 351 | Milwaukee, Wis..... | | 35 00 | | 35 00 |
| 353 | Brockport, N. Y..... | | 30 00 | | 30 00 |
| 355 | Calais, Me..... | | 894 27 | 50 00 | 944 27 |
| 357 | Bridgewater, Mass... | | 627 13 | 150 00 | 777 13 |
| 361 | N. Weymouth, Mass. | | 802 50 | 50 00 | 852 50 |
| 362 | Belfast, Me..... | | 2,196 77 | 300 00 | 2,496 77 |
| 363 | Keokuk, Ia..... | | 1,132 50 | 150 00 | 1,282 50 |
| 364 | Cincinnati, O..... | | 176 62 | 50 00 | 226 62 |
| 365 | Brockton, Mass. | | 5,785 69 | 600 00 | 6,385 69 |
| 367 | De Kalb, Ill..... | | 65 00 | | 65 00 |
| 370 | Brockton, Mass..... | | 964 60 | 300 00 | 1,264 60 |
| 371 | N. Abington, Mass.. | | 3,705 25 | 300 00 | 4,005 25 |
| 372 | Brooklyn..... | | 515 00 | 300 00 | 815 00 |
| 373 | Genoa, Ill..... | | 170 00 | | 170 00 |
| 376 | Dixon, Ill..... | | 30 00 | | 30 00 |
| 377 | Honesdale, Pa..... | | 355 00 | | 355 00 |
| 384 | Philadelphia, Pa..... | | 140 00 | | 140 00 |
| 390 | Pittsfield, Mass. | | 70 00 | | 70 00 |
| 393 | Brockton, Mass..... | | 25 00 | | 25 00 |
| 394 | Eau Claire, Wis..... | | 10 00 | | 10 00 |
| 396 | Manchester, N. H.... | | 166 42 | | 166 42 |
| 397 | Manchester, N. H.... | | 627 50 | | 627 50 |
| 402 | Dixon, Ill..... | | 90 00 | | 90 00 |
| 405 | Hornellsville, N. Y.. | | 332 44 | | 332 44 |
| 406 | Brockton, Mass..... | | 402 10 | | 402 10 |
| 407 | Dixon, Ill..... | | 20 00 | | 20 00 |
| 409 | Green Bay, Wis..... | | 10 00 | | 10 00 |
| 411 | Lebanon, Pa..... | | 10 00 | | 10 00 |
| 413 | Mayagruz, P. I..... | | 163 18 | | 163 18 |

SICK AND DEATH FUND—Continued.

| Dr. | RECEIPTS. | EXPENDITURES. | | | Cr. |
|---|--------------|--------------------------|--------------|---------------|----------------|
| | | Union | Sick Benefit | Death Benefit | Total Benefits |
| | | 415 Auburn, Me. | 250 00 | ..... | 250 00 |
| | | 416 Auburn, Me. | 22 86 | ..... | 22 86 |
| | | 418 Auburn, Me. | 110 00 | ..... | 110 00 |
| | | 419 St. Paul, Minn. | 10 00 | ..... | 10 00 |
| | | 420 Yanco, P. I. | 45 00 | ..... | 45 00 |
| | | 421 E. Peppenell, Mass.. | 40 00 | ..... | 40 00 |
| | | 422 Kingston, N. Y. | 15 00 | ..... | 15 00 |
| | | 425 Whitman, Mass. | 20 00 | ..... | 20 00 |
| | \$229,085 05 | 428 Montreal, Que. | 140 00 | ..... | 140 00 |
| | | Balance..... | | | 6,626 56 |
| Balance on hand | | | | | |
| May 31, 1906..... | \$6,626 56 | | \$190,200 99 | \$32,257 50 | \$229,085 05 |
| Balance on hand, General Expense Fund..... | | | \$13,444 04 | | |
| Balance on hand, Sick and Death Benefit Fund..... | | | 6,626 56 | | |
| Balance on hand, Strike Fund..... | | | 74,270 30 | | |
| Total Funds on hand May 31, 1906..... | | | \$94,340 90 | | |

DIVISION OF FUNDS.

Acting in accordance with instructions of the last Convention that when the deficit in the general expense fund was wiped out, we should revert to the system of division of funds in vogue prior to the Detroit Convention, the general funds received during the months of April and May of this year, have been divided in the ratio of one-third to each fund.

Our experience has amply demonstrated that one-third is not sufficient to provide for the general expenses of the organization, and, in fact, the deficit in the general expense fund was created because of this division of the funds, which division was arranged at a time when we had no experience to guide us as to what would be a proper division in accordance with the needs of each fund.

We believe that it is essential that the work of union stamp agitation and general organizing should be maintained and even increased, believing that our growth will depend upon the extent to which we can increase our judicious expenditures along these lines. To this end I recommend to this Convention an amendment to the constitution which will take the place of Section No. 63, covering the division of funds, as follows:

Section 63. All moneys received by the General Secretary-Treasurer from local unions and members at large shall be known as General Funds, and divided as follows:

Thirty per cent shall be placed in the Sick and Death Benefit Fund until said fund amounts to one dollar for each member entitled to benefit. When the Sick and Death Benefit Fund has reached one dollar per bene-

ficiary member, the General Secretary-Treasurer shall on the first of each month, transfer from the General Funds, received during the past month, to the Sick and Death Benefit Fund, an amount sufficient to reimburse said fund for all benefits paid during the past month, and maintain the said fund at one dollar per beneficiary member, as shown by the register at headquarters. This fund to be used for the payment of sick and death benefits as hereinafter provided.

Fifty per cent shall be placed in the General Expense Fund, together with all miscellaneous moneys to be used for the expense of headquarters, the Journal, organizing, label agitation, and such other expenses as are authorized by this constitution, or by the General Executive Board, until the General Expense Fund reaches \$15,000, when the General Secretary-Treasurer shall, on the first of each month, transfer from the General Funds received during the past month, an amount sufficient to reimburse said fund for all moneys paid during the past month, and maintain said fund at \$15,000.

The remaining General Funds shall be placed in the Strike Fund, to be used for the purpose of assisting good standing members in regularly sanctioned strikes.

The division outlined in the above recommendation is based upon the receipts of the organization and the expenses in each fund since January 1, 1904.

I desire also to call the attention of this Convention to the fact that since the disaster in the R. B. Glover factory in Brockton, the expenditures for sick and death benefits have exceeded one-third of the receipts from general funds, with the result that we have been unable to maintain that fund at a figure of \$1.00 per beneficiary member, by setting aside one-third of the receipts to that fund, and I would recommend to this Convention that the

necessary sum to establish the sick and death benefit fund at \$1.00 per beneficiary member be transferred from the strike fund.

SICK BENEFITS.

It will be remembered that at our Cincinnati Convention a resolution was unanimously adopted, instructing the officers and executive boards of local unions to safeguard the sick funds by close scrutiny of claims and rigid investigation, so as to eliminate the payment of fraudulent claims or claims to undeserving members.

Notwithstanding the adoption of this resolution, almost immediately following the Convention the payments for sick benefits began to increase to a considerable extent. We also found that as the usual dull spring season approached, the claims increased so rapidly that not only our sick fund, but all our funds were in danger of being wiped out. This forced us to recognize the gravity of the situation, and caused us to assign men to the duty of supervising the sick claims in certain localities where the above mentioned abuses were most apparent, and the result was immediately beneficial, without in any sense invading the rights of our members under the constitution.

We found various forms of indifference and absolute neglect in the matter of sick claim investigation by local boards. For example, some boards made a practice of approving sick claims without any sick committee investigation; in other cases before the sick committee investigated, the sick blanks would be approved by the board. This was proven conclusively in many cases by the testimony of the claimant, when interviewed by the General Office Inspector, stating that no person representing the union had visited them during their illness.

We found in some other cases sick claims being paid after the claimant had actually returned to work.

In none of these cases could we find conclusive proof that there was any attempt upon the part of the local officers to defraud the union, but it was mainly due to indifference and to the idea that the general funds were legitimate prey.

With one or two exceptions, when these

abuses have been called to the attention of the local executive boards, they have given us their hearty co-operation.

In a few cases we have met with opposition from the local officers who resented our interference, and questioned the constitutional right of the General Office to interfere in such matters. Believing that it was my duty, as well as my constitutional right, to protect any and all of our funds against being misused, I persisted in the inspection of sick claims, despite the unfriendly attitude of some union officers, with the result that we have been able to pay all the claims of the sick and death benefits from the sick and death benefit funds, and I confidently assert the belief that notwithstanding the fact that we paid nearly \$100,000 last year in sick and death benefits, the amount would have been nearly doubled by the payments of sick benefits alone, had it not been for this supervision of sick claims by our inspectors.

Without this inspection, the prediction made by some of our delegates at Cincinnati, that the deficit in the general expense fund reported at that time would never be wiped out, and also the prediction that the strike fund would never reach the constitutional limit of \$60,000, would have been fulfilled, and we would have been unable to report to this Convention a cash balance of nearly \$100,000 in our three funds.

While some unpleasantness arose between the General Office and individuals here and there, because of this inspection, I desire to testify to the fact that we received the hearty co-operation of most of the local union officials and local boards, and their best efforts were exerted to the protection of funds, and to the tracing out of any fraud in connection with sick claims, and the thanks of our organization is due to any and all such persons, and I tender my personal thanks and appreciation for this co-operation.

Your attention is called to the fact that during the calendar year of 1905, the payments for sick and death benefits exceeded one-third of the receipts for general funds. The tendency will be that the sick claims will increase rather than diminish, and I believe that the provisions of our constitution covering the

payment of sick and death benefits should be changed so as to insure our ability to pay all future claims.

We have a growing number of what may be termed "pensioners," in persons who are permanently unable to follow their occupation at the shoe craft, or who have some chronic ailment which enables them to draw thirteen weeks benefits each year, which they do with persistent regularity, using the benefit period as a sort of vacation.

We have others again who retain their membership in the organization, and who do not work at the craft, and their membership is for the sole purpose of drawing the full thirteen weeks sick benefit each year. The alarming feature is that the latter class of members is on the increase, which in my opinion makes necessary the establishment of a disability fund, which will require these members to accept a stated sum after having drawn the second year's full benefit, which sum is to terminate all future claims for both sick and death benefits.

To cover the above suggestions, I recommend that Section No. 64 of the constitution be abolished, and the following substituted:

Section 64. A sick benefit of five dollars per week shall be paid to any member who has been six months continuously in good standing according to the records at Headquarters, and who is, by reason of sickness or disability, unable to work; provided,

That no benefit shall be paid for the first seven days after illness or disability is reported to the local financial secretary;

That such illness or disability was not caused by intemperance, debauchery, immoral conduct, or by member's own act;

That not more than ten weeks sick benefit be paid to any one member during one year;

That members afflicted with any ailment or over sixty years of age at time of initiation or reinstatement shall be eligible to half benefits only;

That such illness shall not have resulted from military service, or while absent from the United States or Canada;

That no benefits shall be paid to members leaving the jurisdiction of the Boot and Shoe Workers' Union (United States and Canada), or to members leaving jurisdiction of their local union, except when ordered away by a physician acceptable to the General Secretary-Treasurer;

That not more than one year or ten weeks benefits shall be paid to members who become insane or for any other reason become a state charge;

That female members shall not be entitled to benefits while pregnant, nor for five weeks after confinement;

That application for sick benefits shall be made to the local financial secretary upon blanks furnished to the local union by the General Secretary-Treasurer properly filled out with all required information and endorsements.

And to establish a disability benefit, I further recommend that a new section be inserted in the constitution, as follows:

DISABILITY BENEFIT.

Any member who through sickness or disability is unable to follow his or her occupation at the trade, and has drawn two years or twenty weeks benefits in all shall upon filing of the third claim, be entitled to a disability benefit of fifty dollars, which shall relieve the union from further claims for sick or death benefits.

THE JOURNAL.

Since our last Convention,—in fact since I became editor of the Journal,—extraordinary efforts have been made to make the Journal self-sustaining through advertising patronage, but notwithstanding our efforts in this direction, we have become convinced that there is no immediate prospect of making the Journal self-sustaining, because the advertising patronage, which is essential to this end, is, to a large extent, closed to a labor journal, either because of the hostile attitude of advertisers, or when friendly by an idea which they have that to advertise in a labor journal alienates a certain portion of the public who oppose trade unions, and who have a disposition to punish the merchants who advertise in labor journals, or in any way lend encouragement to the labor movement.

In the shoe trade we are handicapped by the fact that our circulation is about ten times greater than the circulation of the average shoe trade paper, the result of which is that while a shoe trade paper can very profitably accept advertising at the rate of \$30.00 per page, because of their limited circulation, it would be impossible for us to get a proportionately higher figure because of our increased circulation. The result is that we would have to accept advertising at the same rate as the shoe trade journals, and the additional expense of printing the increased circulation is almost equal to what should be advertising profit.

Our field of opportunity is also limited by the fact that we must and should accept advertising only from certain concerns.

There is another condition that operates against our success in the advertising field, and that is the fact that for many years the shoe trade, and all its kindred lines of business have been overrun by souvenir book advertising solicitors whose activities are incessant because of the fact that the advertising patronage is about all profit, the promoter in most instances furnishing only one souvenir book to each advertiser, which enables him to pay liberal commissions to the advertising solicitors, who cover the entire shoe trade at frequent intervals.

The opinion prevails to some extent amongst our active members that because the Journal is not self-sustaining it should be discontinued, but in this conclusion I entirely disagree, as it must be apparent that it is necessary for us to have some medium through which we can reach the public, so that our organization and its real policy may be understood, and our interests thus protected from misrepresentation by a hostile press.

It is also essential that the stay-at-home members should be reached, in the hope that we may eventually arouse them to a sense of their duty to the organization, and to the necessity of union activity to preserve their own interests.

It has been our aim in the Journal editorials, as well as by contributed articles, to promulgate the principles of trades unionism in that broad and general light which has brought us many notices of commendation from the labor press and other periodicals. I consider it the duty of every National Union to contribute their share of the literature necessary to the defence and dissemination of sound constructive trades unionism; and at this time, when the foes of organized labor are bending their energies to promote anti-union sentiment, in describing the righteousness of the open shop and obstructing the sales of union label goods of all kinds as far as they are able; chiefly through the instrumentality of the books published by the Employers' Associations, the Trade Union Journal is a most powerful factor as an educator, defender and constant champion of the cause of labor.

In this field of endeavor our Journal ranks with the first, a fact which is established by the numerous copies from it by the labor papers, magazines and the daily press. It is carefully read by the representative labor men in every large city on the continent and many of the manufacturers, retail dealers and those of the jobbing trade have received enlightenment on the ethics of the labor movement in general, and especially on the policy of our organization.

We have established a job printing department at headquarters, which, if successful, as we hope, will eventually lead to printing the Journal, and our efforts to make it self-sustaining will be continued; but whether it reaches that point or not, in my opinion it has been worth in the past every dollar that it has cost, in increasing the popularity of the union stamp, and its continuance is one of the necessities for the progress of our organization.

Through the medium of the Journal we have from time to time given to the members opinions and advice on matters of general interest; have called their attention to violations of the union stamp contract; and commented upon any action taken by our local unions or members calculated in our opinion to divert the organization from its policy and constitution. This we understand to be one of the functions of the Journal, and as we have in the past and do at this time urge our members everywhere to contribute articles pertinent with the affairs of the union, we will reserve the right to, when occasion requires, keep all of our members informed as to happenings which have a bearing on matters of the organization, and containing such advice as will tend to maintain our agreements and keep inviolate the policy, constitution and law enacted at this Convention.

LOCAL FINANCIAL OFFICERS.

In my report to the Cincinnati Convention, I recommended that local financial secretaries be bonded, and this recommendation was adopted.

I regret, however, to report that the indications are that but a very small percentage of the local financial secretaries are under

bond, or have been at any time since the Cincinnati Convention.

The necessity for this businesslike and proper safeguard of union funds has multiplied to the extent that I have to report to this Convention that there have been twelve cases of defaulting secretaries, ranging in sums from \$85 to \$762, and averaging about \$300 to each case.

Even after substantial evidence of misappropriation of local funds was known by the local officers, there was generally manifested a disposition to shield the financial secretary, and my interference in any way, to safeguard the general funds and also to protect the local funds, has been resented in some cases, which attitude has added to the loss.

It is surprising how much diligence some members manifest in criticising a general officer and holding him under suspicion to the extent of requiring every possible safeguard, but who will be entirely indifferent and almost criminally careless in looking after their own local affairs.

In addition to the twelve cases of known defalcation on the part of local financial secretaries, we have reason to believe several others have, by their own ingenuity, or by the connivance of friends and associates in the union, been able to cover up their shortcomings, all of which should be guarded against in the future. To this end, I recommend that the local offices of financial secretary and treasurer be combined and the official title be financial secretary-treasurer, and to be elected for one year instead of six months, as at the present time, and that the constitution be so amended; and further, that no financial secretary-treasurer be permitted to serve until a bond has been filed and accepted at headquarters in a sum sufficient to protect his handling of local and general funds, and that upon the expiration of the term of office of such bonded financial secretary-treasurer, his successor shall not be permitted to handle the union funds until he has qualified by filing his bond in the manner herein provided.

Bonds of local financial secretary-treasurer shall not be accepted by the General Secretary-Treasurer until approved by the attorney of the General Union.

CONCLUSION.

Since the Cincinnati Convention we have succeeded in liquidating a deficit of \$46,000 in the Expense Fund, and have \$95,000 cash on hand, a financial condition which, considering all of the circumstances, is quite encouraging, and although in that time our numerical growth is nothing to boast of, we have met all of our obligations and have held our organization superior to the attacks of anti-union associations, which during this period have been more active than at any time in the history of organized labor.

The crying need of our union is the active support of its members, and this may be said of most other unions, especially those seeking the protection of labor in the competitive trades.

The basis of our present degree of organization is the union stamp. To the extent that the stamp becomes popular with the general labor movement, to that extent does our union make progress. We are constructing a union, and require the co-operation of every member in its upbuilding. More label agents should be sent out, and new ways devised to popularize the union stamp, in this way, and in this way alone, can our organization gain strength and keep it, and in this way alone can we retain what we have.

Our women members should interest themselves in work of the union. They are the most powerful factors in making for progress that we have, and I regret to say that the organization has had but little of their support.

I desire at this point to make a statement which I believe will be accepted as a matter of fact by every delegate at this Convention. We can never organize the factories making women's and children's shoes until the union stamp is demanded by the women folk. Do we deserve or can we reasonably hope to receive the support of the women of other unions, or of those in the homes of other trade unionists, when the majority of the women in our own organization are not only indifferent to the interests of others, but in their purchases do not insist upon the union stamp themselves?

Contemplated changes in the policy of the organization are good in the proportion that

such changes are constructive or remedial, and attempts to establish conditions, even though the ambition may contain in the abstract one of the cardinal principles of labor, should not be made without good ground for hope of a successful result.

The onward march of the American Federation of Labor is impeded by elements of society who profess to believe that the labor movement is a menace to good American citizenship, and that it curtails the liberties of the individual, also by groups of workers opposed to trade unionism for various reasons, and the judiciary has been anything but friendly to the trade union cause. The present crisis calls for all of the loyalty and sincerity, actively applied, of the members, whatever their calling, in order that the whole movement may go forward, a solid phalanx giving hope to the workers of that better day to come, and as our organization is directly affected by the fluctuations of the general movement, our members everywhere should be to the front in labor work, consistently aiding other unions, that we may deserve and receive that reciprocity necessary to our progress.

More indispensable than a change in the policy or constitution of our organization is the awakening of its members to a realization of their duty to it, more workers and fewer critics, more loyalty and less suspicion, and our union will move steadily on to the fulfillment of its mission.

I have unbounded faith in the plan of organization started at Rochester in 1899, and ratified by the Detroit and Cincinnati Conventions. The declarations made for peace, goodwill, and co-operation with manufacturers for mutual gain, the passing of the strike and the institution of arbitration for the construction of an organization upon business principles, with harmony its watchword and justice its cornerstone, has brought us a union of substance and prestige for the first time.

I feel secure in the thought that the delegates at this Convention will honestly and seriously consider the merits of proposed legislation; therefore, no changes will be made here looking backward to the days of strikes, beggary and disbandments, but that the result will be another most emphatic endorsement

of the sane and equitable methods which have given opportunity for this grand gathering today, of the representative body of a union second to none.

Fraternally submitted,

C. L. Baine

General Secretary-Treasurer.

Referred to committee on officers' reports.

Secretary Baine read the following letters:

"Chicago, June 18, 1906.

Mr. C. L. Baine, Sec'y, International Boot and Shoe Workers' Union.

My Dear Mr. Baine: As we had the pleasure of entertaining a few of the delegates on their way to Milwaukee, I would like very much to have the entire party make their headquarters with us on their return. If in any way you can announce this to the delegates, we would be glad to take care of you and your family. The rates are \$1.00 per day.

Thanking you in advance, I am,

Yours very truly,

(Signed) C. C. COLLINS, Mgr."

Received and placed on record.

"Racine, Wis., June 16, 1906.

To the National Convention of Boot and Shoe Workers, Milwaukee, Wis.

Greeting: Local 276, B. & S. W. U. of Racine, Wis., extend a cordial invitation to the officers and delegates of your honorable body to attend their annual picnic to be held at Union Park, June 23, 1906.

FRANK WHITE, Rec. Sec."

Delegate Poland, 276, stated that in addition to the above invitation he desired to personally extend an invitation to all the delegates and visitors attending the Convention and assured them that if they accepted the invitation they would receive a welcome from the members at Racine in keeping with the usual western hospitality, and that they would have no reason to regret their visit.

Delegate Dullea, 205, moved that the communication be received, the invitation accepted, and as many delegates as are able to attend the picnic do so.

Adopted unanimously.

Delegate Healy, 170, announced that members who desired printing done should call at S. E. Tate & Co., 385 Broadway.

Chief of Bureau of Information John F. Buckley then read his report, which is as follows:

BUREAU OF INFORMATION.

Mr. President and Delegates:

At the Sixth Convention of the Boot and Shoe Workers' Union, held in Cincinnati, Ohio, in January, 1904, the following resolution was adopted, viz:

"Resolved, That a bureau of information be established at headquarters for the purpose of furnishing information regarding prices paid in the various shops."

And on October 18, 1904, I had the honor of being selected by the General Executive Board, in session at Boston, Mass., to assume charge of the new department, and on Monday, October 31, 1904, I took up the work.

As Brockton, Mass., was the best organized city under our jurisdiction, and as it was convenient to the General Office, we began work in that city and were received very kindly by all the local agents and secretaries. The work in this city was quite extensive, owing to the large number of shoe factories situated there, but in a few weeks we had, with the generous co-operation of the local officers, compiled statistics of wages and systems which have since proved of inestimable value to many of the local unions scattered throughout the country.

During the time that this personal canvass was being made, a circular letter was issued, informing the locals, outside of this district, which we were canvassing, that the Bureau of Information had been established, and calling on them to assist in making the department a success, by furnishing lists showing wages paid for the various operations in the manufacture of boots and shoes, by the firms whose factories were located in their respective localities.

The returns resulting from this circular were very discouraging, but as the canvassing was progressing very favorably, little cause for complaint could be found at this time.

After canvassing Brockton, in as thorough a manner as we thought best for the time being, we then proceeded to the cities of Lynn and Haverhill. We were received here with the same kindly spirit that had already been accorded us in Brockton, and the agents did all in their power to make the Bureau a success, and a paying investment for the organization. We now learned, however, that owing to a lack of thorough organization, it was possible to secure complete price lists of only a very

few of the factories located in these cities, and we considered ourselves fortunate when we secured lists of any department.

After securing all the data possible in these cities, we then proceeded to the smaller cities and towns in the vicinity and were agreeably surprised to find the local officers so well informed regarding wages paid in the factories located under the jurisdiction of their local unions.

This concluded our canvass, as we could not see how we would be justified in piling up an extremely large expense bill when, according to Section 33 of the Constitution, it was the duty of the financial secretaries of the local unions to furnish the General Secretary-Treasurer with price lists and conditions, consequently after covering this district we ceased our canvass and resorted to correspondence almost exclusively.

About this time inquiries began to come in from many of the locals regarding prices paid and conditions existing in the shoe industry in other parts of the country.

The real work had now begun and we were compelled to send out a second circular which met with as little success as the first.

Our task now assumed a more serious form, for the majority of the locals were ignoring our letters, and a large proportion of those who did reply, instead of sending in lists as requested, simply sent in promises that they would send in lists later, and in the meantime as they were in need of information themselves, they wished us to forward lists to them showing the wage scales paid in other localities.

In issuing the circulars we called the attention of every local particularly to the fact that it would be necessary for each to do its share in order to make this new department a success, and yet here were many locals, notwithstanding the fact that they were contributing nothing to aid us, writing in for lists of wages paid in other sections, and wished same to be forwarded to them by return mail.

The greatest attention has always been paid in answering all queries and furnishing all information requested, in the most intelligent manner possible, and although sometimes we have not gone into details regarding conditions, systems, etc., it was not because we

thought it unnecessary, but because we were unable to secure the desired data from the local unions.

The Bureau has been of advantage, not only in furnishing local unions with wages paid in other districts, but in a few instances in furnishing them with copies of their own price lists, when, owing to changes in officers or for some other reason, the original lists, which should have been in their possession, were mislaid or lost.

Some few months after the establishment of this Bureau, while talking with one of our most prominent members, we complained of the seeming lack of interest of the locals, and of the practice of neglecting our communications, and he suggested that it might be possible to secure many wage lists direct from the manufacturers themselves. This appeared to be a good suggestion as we could see no reason why a manufacturer of union stamp shoes should object to furnishing this department with a list of the wages paid in his factory, in view of the fact that all of his employees were members of this union. The result showed, however, that it was absolutely useless to look for any assistance in this quarter, for in answer to letters sent to forty-five different manufacturers, only three replies were received, and these were of a negative nature.

On the other hand, some manufacturers who were not using the stamp, have written us requesting that we furnish them with schedules showing the labor cost on certain grades of shoes. Whether these firms wished to secure data from this office, to be used to our disadvantages, we are unable to state, but it is hardly necessary to remark that we could not see how any possible benefit could ever accrue to us by furnishing manufacturers who are opposed to our interests and principles with data which was costing this organization hundreds of dollars to acquire.

While a large amount of data has been accumulated, showing the prices paid for various operations in different sections of the country, yet the work as a whole has been extremely unsatisfactory. We believe one of the first duties of a local union should be the drawing up of a complete list of the operations and prices paid in every department of the various shoe factories under its jurisdic-

tion. When this is accomplished a copy of this list should be placed on file in the General Office, and all subsequent changes should be forwarded according as they occur.

If this were done, the local would protect itself against the reductions which are often made when changes occur in the working force, and also would guard against the making of private agreements between the foreman and the individual, without the sanction of the local union, which so often occurs under the present system. It would also enable the Bureau to place at the disposal of any of our locals, the wage schedules of factories located in any part of the country, without the long and tedious methods which have proven so unsatisfactory up to this time.

Some will say that the above might be secured by sending men from place to place, who would remain in each locality until the work was completed. True, it might be accomplished in this way, but in our opinion the results would not warrant the expense, as the time and money consumed would be enormous, and before any great extent of territory was covered, new prices and conditions would have come about which would finally necessitate a return to the original plan of correspondence.

In addition to our work of securing copies of wage schedules, we have made an investigation into the awards handed down by the Massachusetts State Board of Arbitration and Conciliation, and the following is a report of our findings:

**SCHEDULE OF DECISIONS OF MASSACHUSETTS
STATE BOARD OF ARBITRATION FROM OCTOBER
8, 1903, TO FEBRUARY 6, 1906.**

In looking over the decisions handed down by the Massachusetts State Board of Arbitration, I find that in most cases the shoe workers have gained. In many of the awards, containing more than one item, I find increases and reductions in the same decisions, but I find also that in the majority of the awards the increases over balanced the reductions.

Some might take exceptions to the annexed schedule owing to the fact that in cases where no change is made, I have recorded same as neither a loss nor a gain for either party. My reason for this is that even though the workmen made application for an increase in wages

and were awarded the same prices formerly paid, it could not really be called a loss even though they regard the decision as a defeat for them, as they could not lose that which they never possessed, and on the other hand the manufacturer had gained nothing.

While it may seem strange that such a large proportion of the awards favor the workmen, yet I find that the reason for this lies in the fact that owing to the organizing of the workmen and the vigilance of the union officials there is a steady movement all along the line forcing up the wages on the underpaid jobs, while those jobs which are fairly well paid, or which would be liable to suffer if placed in the hands of arbitrators are left severely alone.

While in former years the manufacturer was continually cutting down the wages of his employees, under the conditions existing at the present time the system has been reversed and now we see the workmen looking for increases, while the employer being placed on the defensive, finds that he is unable to withstand the tide and considers himself fortunate if he can retain his present schedule without considering the question of reducing his labor cost.

This fact is shown in the remarkably small number of cases in which the manufacturers have taken the initiative and gone to the local unions for reductions. That considerable credit is due the union officials as well as the workmen themselves is shown by their endeavors to secure advances on the jobs where their chances of receiving increases were good, for had no consideration been shown this matter, and an attempt made to raise wages indiscriminately been resorted to, we would have found that in place of the steady gains recorded, we would have been confronted with a series of reductions which would certainly have been unfortunate.

There are many things about the annexed report which are unsatisfactory and incomplete, as it is next to impossible to secure all the details, and if it were possible to collect all the data, the results would oft times be misleading, as for example: We will say that a decision is awarded embracing four items in the lasting department, and that a considerable increase is granted on three items, while

on the fourth a slight reduction is made; now on the face it would appear that this is a favorable decision, and yet if that one reduction affected the placing in of box toes, it would have a bearing on almost every pair of shoes turned out, while the three increases might be for leathers which were not generally used and for that reason the decision instead of being favorable, would be a loss.

Then again, supposing a decision was awarded covering ten items and a reduction was granted on nine of them and an increase on only one; this would seem to be a loss without any question of doubt, yet the nine items might affect only nine men, while the tenth might affect ninety, which would change the whole aspect of the matter.

I am also unable to state in many cases whether a decision should be recorded as a loss or gain, as, owing to a lack of knowledge of the former prices paid, changes from day to day to piece prices or vice versa, and in the installing of new machines and methods it would be impossible for me to know which party, if either, was favored.

In compiling this report I have included only those cases in which the arbitrators have handed down a decision, consequently all grievances which have been settled by mutual agreement are omitted, even though the agreement has been brought about through the efforts of the arbitrators.

SUMMARY OF ANNEXED SCHEDULE.

| | | |
|--|-----|------|
| Total number of awards from October 8, 1903, to February 6, 1906..... | 123 | |
| Total number showing loss for the employes | 22 | .... |
| Total number regarding which a doubt exists as to which side will benefit most | 8 | .... |
| Total number resulting in a draw | 17 | .... |
| Total number considered very fair by employes..... | 10 | .... |
| Total number showing a gain for the employes | 66 | .... |
| | 123 | 123 |
| Total number of items submitted to the Board..... | | 1362 |
| Total number of reductions awarded | 118 | .... |
| Total number of increases awarded | 385 | .... |
| Total number of items left unchanged by awards..... | 410 | .... |

Items of wages fixed pertaining to new machines including also changes from hour to piece work or vice versa, and items for which we can find no data regarding prices formerly paid

| | |
|------|------|
| 449 | .... |
| 1362 | 1362 |

According to the foregoing it will be seen that with 17 decisions resulting in a draw, 10 which are regarded as very favorable to the employees and 66 in which we find a dis-

tinct increase has been awarded, we have a total of 93 awards which we may class as favorable to the employees.

Of the 30 remaining awards, the employees lost in 22 of them, while 8 are doubtful.

This in simplified form appears as follows:

| | |
|-----------------------------|----|
| Doubtful | 8 |
| Loss to employees..... | 22 |
| Favorable to employees..... | 93 |

123

| Date 1903. | Firm | Dept. | No. of Items | No. of Reduct. | No. of Incrs. | New, etc. Doubtful | Unchange | Firm | Men |
|---------------|------------------|-----------|-----------------|-------------------|------------------|--------------------------|----------|------|-----|
| Oct. 8 | J. H. Winchell, | Stitch. | 30 | .. | 13 | 4 | 13 | .. | • |
| Oct. 8 | J. H. Winchell, | Last. | 23 | 2 | 15 | 4 | 2 | .. | • |
| Nov. 5 | Morse & Logan, | Last. | 15 | .. | 1 | 13 | 1 | — | .. |
| Nov. 5 | Whitman & K., | Tree. | 6 | .. | 1 | 1 | 4 | .. | • |
| Nov. 5 | E. E. Taylor, | Tree. | 10 | 6 | 2 | .. | 2 | • | .. |
| Nov. 5 | Morse & Logan, | Last. | 15 | .. | 1 | 13 | 1 | — | .. |
| Nov. 5 | L. M. Reynolds, | Tree. | 18 | 1 | 9 | .. | 8 | .. | • |
| Nov. 5 | P. B. Keith Co., | Tree. | 13 | .. | .. | 13 | .. | .. | • |
| Nov. 5 | G. G. Snow Co., | Tree. | 2 | 2 | .. | .. | .. | • | .. |
| Nov. 5 | T. D. Barry Co., | Tree. | 16 | .. | 6 | 5 | 5 | .. | • |
| Nov. 27 | P. B. Keith Co., | Bottom. | 4 | .. | 3 | .. | 1 | .. | • |
| Nov. 27 | E. E. Taylor, | Bottom. | 1 | .. | .. | .. | 1 | D | .. |
| Dec. 17 | Walton & Logan, | Edg. Mkg. | 4 | .. | 2 | .. | 2 | .. | • |
| Dec. 17 | Walton & Logan, | Last. | 7 | .. | 6 | .. | 1 | .. | • |
| Dec. 29 | J. M. O'Donn'l, | Last. | 31 | .. | 8 | 3 | 20 | .. | • |
| Dec. 31 | W. L. Douglas, | Last. | 39 | 4 | 20 | 3 | 12 | .. | • |
| Dec. 31 | C. A. Eaton, | Last. | 17 | .. | 14 | .. | 3 | .. | • |
| 1904. | | | | | | | | | |
| Jan. 6 | T. D. Barry, | Last. | 18 | .. | 6 | 1 | 11 | .. | • |
| Jan. 11 | J. E. Tibbetts, | Last. | 15 | 7 | 1 | 3 | 4 | • | .. |
| Jan. 11 | Cygold Shoe Co., | Last. | 22 | 10 | 6 | 1 | 5 | • | .. |
| Jan. 11 | Cygold Shoe Co., | Last. | 34 | 1 | 8 | 1 | 24 | .. | • |
| Jan. 11 | W. L. Douglas, | Last. | 22 | 2 | 7 | 1 | 12 | .. | • |
| Jan. 11 | T. D. Barry, | Last. | 18 | 1 | 11 | 3 | 3 | .. | • |
| Jan. 11 | C. A. Eaton, | Last. | 59 | 1 | 47 | 1 | 10 | .. | • |
| Jan. 12 | Manfrs. Ass'n, | Last. | 1 | .. | 1 | .. | .. | .. | • |
| Jan. 20 | W. L. Douglas, | Bottom. | 1 | .. | .. | .. | 1 | D | .. |
| Jan. 20 | W. L. Douglas, | Finish. | 1 | .. | .. | .. | 1 | D | .. |
| Jan. 20 | G. G. Snow Co., | Bottom. | 1 | .. | .. | 1 | .. | • | .. |
| Jan. 20 | Rey. D. & G., | Bottom. | 2 | 2 | .. | .. | .. | • | .. |
| Jan. 25 | L. A. Crossett, | Tree. | 13 | 4 | 7 | .. | 2 | .. | • |
| Feb. 4 | Edw. Fiske, | Cutting. | 4 | .. | 2 | .. | 2 | .. | • |
| Feb. 23 | L. A. Crossett, | Bottom. | 7 | .. | 5 | .. | 2 | .. | • |
| Mch. 10 | A. J. Bates, | Finish. | 1 | 1 | .. | .. | .. | • | .. |
| Mch. 21 | T. D. Barry, | Edg. Mkg. | 4 | .. | 2 | .. | 2 | .. | • |
| Mch. 21 | Rich. & Bren., | Cutting. | 16 | .. | 4 | 1 | 11 | .. | • |
| Mch. 21 | Rich. & Bren., | Last. | 47 | 9 | 7 | 29 | 2 | — | .. |
| Mch. 21 | Rich. & Bren., | Finish. | 23 | .. | 2 | 2 | 19 | .. | • |
| April 14 | T. D. Barry, | Bottom. | 3 | .. | 2 | .. | 1 | .. | • |
| April 14 | J. S. Nelson, | Tree. | 16 | 4 | 8 | 3 | 1 | .. | • |
| May 10 | Condon Bros., | Stitch. | 18 | .. | .. | 18 | .. | D | .. |
| May 10 | Churchill & A., | Stitch. | 1 | .. | .. | 1 | .. | .. | F |
| June 8 | Churchill & A., | Sole Lea. | 1 | .. | .. | 1 | .. | .. | F |
| June 28 | W. L. Douglas, | Bottom. | 3 | 3 | .. | .. | .. | • | .. |
| June 30 | W. L. Douglas, | Bottom. | 2 | .. | .. | 2 | .. | .. | F |
| July 1 | W. L. Douglas, | Tree. | 6 | .. | .. | 6 | .. | .. | F |
| July 5 | W. L. Douglas, | Bottom. | 8 | .. | .. | 8 | .. | .. | F |
| July 5 | W. L. Douglas, | Stitch. | 81 | .. | .. | 81 | .. | • | .. |
| July 5 | W. L. Douglas, | Bottom. | 3 | .. | .. | 3 | .. | .. | F |
| July 6 | W. L. Douglas, | Last. | 8 | .. | 1 | .. | 7 | .. | • |
| July 7 | Whitman Keith, | Last. | 26 | 2 | 13 | 1 | 10 | .. | • |
| July 26 | L. A. Crossett, | Bottom. | 1 | .. | .. | .. | 1 | D | .. |
| July 26 | L. A. Crossett, | Last. | 21 | 1 | 11 | 5 | 4 | .. | • |

| Date | Firm | Dept. | No. of Items | No. of Reduct. | No. of Incrs. | New, etc., Doubtful | Unchange | Firm | Men |
|----------|---------------------|-----------|-----------------|-------------------|------------------|---------------------------|----------|------|-----|
| 1904. | | | | | | | | | |
| July 27 | Churchill & A., | Stitch. | 3 | .. | 2 | .. | 1 | .. | • |
| Aug. 19 | Whitman & K., | Tree. | 7 | .. | 2 | .. | 5 | .. | • |
| Aug. 19 | E. E. Taylor, | Tree. | 7 | .. | 2 | 2 | 3 | .. | • |
| Mch. 21 | L. M. Reynolds, | Last. | 39 | .. | 11 | 21 | 7 | — | • |
| Aug. 19 | White Dunham, | Tree. | 17 | .. | .. | 17 | .. | .. | • |
| Aug. 19 | T. D. Barry, | Tree. | 12 | 2 | 4 | 2 | 4 | .. | • |
| Aug. 19 | L. A. Crossett, | Tree. | 14 | .. | 2 | 12 | .. | .. | • |
| Oct. 20 | W. L. Douglas, | Bottom. | 1 | 1 | .. | .. | .. | • | .. |
| Oct. 20 | W. L. Douglas, | Bottom. | 1 | .. | .. | .. | 1 | D | .. |
| Oct. 20 | T. D. Barry, | Finish. | 10 | .. | 5 | .. | 5 | .. | • |
| Oct. 20 | J. M. O'Donnell, | Finish. | 7 | .. | 3 | .. | 4 | .. | • |
| Oct. 21 | G. G. Snow, | Bottom. | 2 | .. | .. | 2 | .. | — | .. |
| Oct. 27 | Thompson Bros., | Last. | 6 | .. | 1 | 1 | 4 | .. | • |
| Nov. 23 | T. D. Barry, | Edg. Mkg. | 2 | .. | .. | .. | 2 | D | .. |
| Nov. 23 | P. B. Keith, | Edg. Mkg. | 1 | .. | 1 | .. | .. | .. | • |
| Nov. 23 | E. T. Wright, | Edg. Mkg. | 3 | 1 | 1 | 1 | .. | .. | • |
| Nov. 23 | E. T. Wright, | Edg. Mkg. | 4 | 1 | .. | 3 | .. | .. | • |
| Dec. 5 | L. A. Crossett, | Bottom. | 1 | .. | .. | .. | 1 | D | .. |
| Dec. 28 | M. A. Packard, | Last. | 22 | 8 | 3 | 2 | 9 | • | .. |
| 1905. | | | | | | | | | |
| Feb. 10 | W. L. Douglas, | Edg. Mkg. | 4 | 1 | .. | 2 | 1 | .. | F |
| Feb. 21 | G. G. Snow, | Finish. | 1 | .. | 1 | .. | .. | .. | • |
| Feb. 23 | W. L. Douglas, | Sole Lea. | 1 | .. | 1 | .. | .. | .. | • |
| Feb. 23 | W. L. Douglas, | Bottom. | 1 | .. | .. | 1 | .. | .. | F |
| Mch. 14 | A. J. Bates, | Last. | 1 | .. | .. | 1 | .. | — | .. |
| May 5 | L. A. Crossett, | Bottom | 1 | .. | .. | .. | 1 | D | .. |
| May 5 | L. A. Crossett, | Bottom. | 1 | .. | .. | .. | 1 | D | .. |
| May 5 | W. & V. O. Kimball, | Cutting. | 8 | .. | .. | .. | 8 | D | .. |
| May 5 | W. L. Douglas, | Bottom. | 1 | .. | .. | 1 | .. | — | .. |
| May 5 | L. A. Crossett, | Bottom. | 1 | .. | .. | .. | 1 | D | .. |
| May 9 | G. A. Creighton, | Last. | 32 | 5 | 12 | 4 | 11 | .. | • |
| May 18 | W. L. Douglas, | Bottom. | 1 | .. | .. | .. | 1 | D | .. |
| May 18 | White Dunham, | Bottom. | 1 | .. | .. | 1 | .. | .. | F |
| June 5 | L. A. Crossett, | Finish. | 30 | 2 | 5 | 1 | 22 | .. | • |
| June 6 | Chesley & Rugg, | Bottom. | 3 | 3 | .. | .. | .. | • | .. |
| June 16 | Fitzpatrick, | Bottom. | 22 | 9 | .. | 6 | 7 | • | .. |
| June 16 | T. D. Barry, | Tree. | 17 | .. | 8 | .. | 9 | .. | • |
| June 22 | L. A. Crossett, | Edg. Mkg. | 3 | .. | 1 | .. | 2 | .. | • |
| June 22 | L. A. Crossett, | Edg. Mkg. | 5 | 3 | 1 | .. | 1 | • | .. |
| Aug. 25 | P. B. Keith, | Bottom. | 5 | .. | 4 | 1 | .. | .. | • |
| Aug. 25 | Condon Bros., | Bottom. | 5 | .. | 3 | .. | 2 | .. | • |
| Aug. 25 | Churchill & A., | Bottom. | 5 | .. | 3 | .. | 2 | .. | • |
| Sept. 1 | E. E. Taylor, | Bottom. | 5 | .. | 1 | 2 | 2 | .. | • |
| Sept. 5 | George E. Keith, | Edg. Mkg. | 3 | .. | 1 | 1 | 1 | .. | • |
| Sept. 5 | Churchill & A., | Edg. Mkg. | 3 | .. | 1 | .. | 2 | .. | • |
| Sept. 5 | T. D. Barry, | Edg. Mkg. | 4 | .. | 3 | .. | 1 | .. | • |
| Sept. 14 | H. B. Goodrich, | Cutting. | 7 | .. | .. | .. | 7 | D | .. |
| Sept. 25 | Geo. G. Snow, | Tree. | 2 | .. | 1 | .. | 1 | .. | • |
| Oct. 9 | T. D. Barry, | Last. | 24 | .. | 1 | 1 | 22 | .. | • |
| Oct. 9 | Geo. G. Snow, | Last. | 51 | 9 | .. | 8 | 34 | • | .. |
| Oct. 9 | T. D. Barry, | Last. | 2 | .. | .. | .. | 2 | D | .. |
| Oct. 10 | F. A. Parker, | Stitch. | 3 | .. | 2 | .. | 1 | .. | • |
| Nov. 14 | E. E. Taylor, | Stitch. | 1 | .. | 1 | .. | .. | .. | • |
| Nov. 14 | W. L. Douglas, | Finish. | 1 | .. | .. | 1 | .. | D | .. |
| Nov. 14 | P. B. Keith, | Finish. | 1 | .. | .. | 1 | .. | • | .. |
| Nov. 14 | Geo. E. Keith, | Finish. | 1 | .. | .. | 1 | .. | D | .. |
| Nov. 20 | A. J. Bates, | Last. | 11 | .. | 9 | 1 | 1 | .. | • |
| Nov. 24 | Condon Bros., | Finish. | 9 | .. | 2 | 7 | .. | • | .. |
| Nov. 24 | Whitman Keith, | Finish. | 35 | 3 | 1 | 17 | 14 | • | .. |
| Nov. 27 | E. E. Taylor, | Finish. | 50 | 1 | .. | 47 | 2 | • | .. |
| Dec. 1 | A. J. Bates, | Lasting. | 1 | .. | 1 | .. | .. | .. | • |
| Dec. 1 | E. E. Taylor, | Lasting. | 4 | .. | .. | 4 | .. | • | .. |
| Dec. 22 | Geo. E. Keith, | Bottom. | 1 | .. | .. | 1 | .. | .. | F |
| Dec. 22 | W. L. Douglas, | Bottom. | 1 | .. | 1 | .. | .. | .. | • |
| Dec. 22 | Geo. G. Snow, | Bottom. | 1 | .. | .. | 1 | .. | — | .. |
| 1906 | | | | | | | | | |
| Jan. 1 | M. A. Packard, | Treeing. | 14 | 6 | 5 | 2 | 1 | • | .. |
| Jan. 1 | Geo. E. Keith, | Treeing. | 3 | .. | 1 | .. | 2 | .. | • |

| Date 1905. | Firm | Dept. | New, etc., | | | | Gain for | |
|---------------|-----------------|-----------|-----------------|-------------------|------------------|----------------------|----------|-----|
| | | | No. of Items | No. of Reduct. | No. of Incrs. | Doubtful Unchange | Firm | Men |
| Jan. 11 | A. A. Williams, | Lasting. | 30 | .. | 6 | .. | 24 | .. |
| Jan. 24 | L. A. Crossett, | Cutting. | 2 | .. | .. | 2 | .. | .. |
| Jan. 29 | L. A. Crossett, | Sole Lea. | 24 | .. | 18 | .. | 6 | .. |
| Feb. 6 | L. A. Crossett, | Bottom. | 1 | .. | 1 | .. | .. | .. |
| Feb. 6 | Geo. G. Snow, | Bottom. | 1 | .. | 1 | .. | .. | .. |
| | | | 1362 | 118 | 385 | 410 | 449 | ... |

In summing up our report, the results have shown that the Bureau of Information, if perfected, would be a most valuable factor in solidifying the organization, by keeping each local union in touch with the wages, conditions and grades of shoe manufactured in other parts of the country.

The locals would, through this medium, find it possible when meeting a manufacturer, to name not only the various firms manufacturing competing lines of footwear, but also to show him the wages paid by such firms, regardless of the town or city in which they are located.

While the work of this department has been appreciated in many quarters, yet taking everything into consideration, we feel that something more is needed to place the Bureau where it belongs.

We have done our best, with results far from satisfactory, and we now place the matter in your hands and trust that if it is the desire of the Convention that this department be continued, you will consider and devise ways and means for the better accomplishment of the work of collecting data, otherwise we fear that the Bureau will never attain the prominence in the organization to which it is entitled, or accomplish the work expected from it.

Fraternally submitted,

JOHN F. BUCKLEY,

Chief Bureau of Information.

Referred to committee on officers' reports.

General Auditor Cobbin, secretary, then read the report of the General Auditors, as follows:

REPORT OF GENERAL AUDITORS.

To the Members:

We, the General Auditors, having assembled at Headquarters in Boston, on Monday, June 4th, 1906, for the purpose, as set forth in the Constitution, of examining the books and accounts of all officers and employees of the General Union, respectfully report:

We have carefully and thoroughly examined all books and accounts of the General Union, with vouchers pertaining thereto, and find the

same to be correct dating up to and including May 31st, 1906, excepting a mistake of one cent in transferring funds from the General Fund to the Sick and Death Benefit Fund, on page 304. We also sent to the various banks having money on deposit for the General Union, the following letter:

"June 4, 1906.

Dear Sirs:

We are making our regular yearly audit of the accounts of the Boot and Shoe Workers' Union. Will you kindly advise us at your earliest convenience the exact amount in your bank to the credit of the Boot and Shoe Workers' Union?

Respectfully yours,
(Signed) A. D. McDONALD,
Chairman, General Auditors."

In reply we received statements covering amounts on deposit to the credit of the General Union at the commencement of business June 1st, 1906, which we found to correspond with the certificates from the various banks certifying to the balance on hand as turned over to us by the General Secretary-Treasurer.

The following is a statement of the result of our labors, together with that of an expert accountant, provided for by the Constitution, which same corresponds with the books of the General Union:

| | |
|------------------------------|-------------|
| In Strike Fund..... | \$74,270 30 |
| In Sick and Death Fund..... | 6,626 55 |
| In General Expense Fund..... | 13,444 04 |

Total balance, May 31st, 1906.... \$94,340 89

| | |
|--------------------------------|-------------|
| Deposits in banks..... | \$86,167 19 |
| Cash in office..... | 2,513 45 |
| Checks in office..... | 1,098 59 |
| Express orders in office..... | 277 16 |
| Postal orders in office..... | 509 92 |
| Notes and bills in office..... | 3,774 98 |

\$94,340 89

Acting in accordance with the vote of the last Convention, we have omitted to name the banks in which the General Funds are deposited.

We submit herewith the report of the accountant employed by the General Auditors:

"Boston, Mass., June 13, 1906.

To the Auditing Committee, International Union Boot and Shoe Workers, Boston, Mass.

Gentlemen: Having, at your request, made

an examination of the books of your Union, I beg to submit the following report:

All cash books were re-added from June 1st, 1905, to May 31st, 1906, and were found to be correct.

The distribution of the General Fund was checked to the several Fund Books and were correct with the exception that in March the General Fund Book, page 163, called for \$8,709.19 paid over to the Sick and Death Fund, while on the book of the latter fund, page 304, only \$8,709.18 was credited as received.

All balances were checked from month to month and found to be correct.

Respectfully submitted,

(Signed) Asa E. Chandler."

Fraternally submitted,

A. D. McDONALD,

T. O. HARE,

H. G. COBBIN,

General Auditors.

Referred to Committee on officers' reports.

President Tobin: It might be well for the auditor to explain what the difference was which is referred to by the expert.

Auditor Cobbin: One cent.

President Tobin requested the delegates to hand in their railroad certificates to the General Secretary-Treasurer to be validated by a representative of the railroad companies, and stated that in connection with this validation there was a fee of 25 cents required for each certificate, and asked the Convention to authorize the General Secretary-Treasurer to pay the amount from the general funds.

Delegate Healy, 170, moved that the General Secretary-Treasurer be instructed to pay the 25 cents fee in connection with the validation of certificates.

Delegate Dullea, 205, opposed. He said: "I believe the delegates should pay the fee themselves. I am not in favor of the motion, because each delegate here is allowed by his local union a stipulated sum of money for his expenses going to and from this Convention, and this expense is included in that."

Adopted, almost unanimously, four negative votes.

President Tobin appointed delegates Marazane, O'Dell and Lydon to collect the certificates from the delegates.

Secretary Baine read the following telegram:

"Toronto, Ont., June 18, 1906.

W. A. Stewart, Milwaukee:

Toronto invites the next Convention to the Queen City of Canada.

J. McFAYDEN."

Delegate Campbell, 25, read the report of the committee on rules:

REPORT OF THE COMMITTEE ON RULES.

We, the undersigned committee on rules, submit the following report for your consideration:

Rule 1. The Convention shall be called to order at 9 A. M.; adjourn at 12 M.; afternoon at 2 P. M. and adjourn at 5 P. M.

Rule 2. Every delegate, when rising to speak shall respectfully address the chair, and when recognized by the chair shall give name of delegate and number of union, and while speaking shall confine himself to the question.

Rule 3. Should two or more members rise to speak at the same time, the chair shall decide who is entitled to the floor.

Rule 4. No delegate shall interrupt another in his remarks unless it be to call him to order.

Rule 5. If a delegate, while speaking, be called to order, he shall, at the request of the chair, take his seat until the question of order is determined, when, if permitted, he may proceed.

Rule 6. A delegate shall not speak more than once on the same subject or question until all who wish to speak have had an opportunity to do so, nor more than two times without permission from the Convention, nor any longer than ten minutes without permission.

Rule 7. When a question is before the Convention no motion shall be in order, except to adjourn, to refer, for the previous question, to postpone indefinitely, to postpone for a certain time, to divide, to amend, which motions shall severally have precedence to order herein named.

Rule 8. A motion to lay on the table shall be put without debate.

Rule 9. A motion for reconsideration cannot be received unless made by a delegate who voted in the majority, and shall require a majority vote.

Rule 10. Any delegate who may not be present to answer his name at roll call shall be marked absent by the secretary, but in the event of being unavoidably absent, shall have the privilege of reporting to the Secretary.

Rule 11. The previous question can only be put when called for by five delegates, and the roll call by a yea and nay vote of at least fifteen delegates.

Rule 12. All questions not herein provided for shall be decided according to Cushing's Manual.

Rule 13. That before a resolution is received by the chair, it must be written out in duplicate and sent to the committee and shall bear the signature of the delegate introducing it, with the title of his union.

Rule 14. No motion or resolution shall be finally passed without opportunity to speak is afforded the person making or introducing the same.

Rule 15. That no resolution be received after Thursday afternoon session, without unanimous consent.

Rule 16. That the records of each day's proceedings be approved before final adjournment.

Respectfully submitted by the undersigned committee on rules.

JOSEPH J. CHATTERTON,
CHAS. D. PERKINS,
J. A. McMILLAN,
P. J. MATHEWS,
D. E. MCCARTHY,
J. E. MINIHAN,
H. A. TYLER,
J. C. MEYERS,
GEORGE CAMPBELL,

President Tobin: The motion is upon the adoption of the report of the committee on rules.

Delegate Regan, 192, moved to take the report up seriatim.

Adopted.

Rule 1 adopted.

Rule 2 adopted.

Rule 3 adopted.

Rule 4 adopted.

Rule 5 adopted.

Rule 6 considered. Delegate Regan, 192, moved that the words "nor longer than ten minutes without permission," be stricken out.

Motion lost.

Delegate Meade, 38: Do I understand any delegate wishing to speak more than ten minutes can have his time extended at the expiration of the time limit? There ought to be some provision for that, as that is the customary rule in any parliamentary body to allow an extension of time, and there should be some such provision made.

President Tobin: Brother Meade knows we have never used the gag in our Conventions.

Delegate Meade, 38, I know that.

President Tobin: The rules already provide for an extension of time by the Convention.

Delegate Meade, 38: If that is correct, I am satisfied.

Adopted.

Rule 7 adopted.

Rule 8 adopted.

Rule 9 adopted.

Rule 10 adopted.

Rule 11 considered. Delegate Dullea, 205, moved to amend by striking out the word five and insert fifteen.

Delegate Holmes, 192, moved to amend the amendment by inserting majority in place of fifteen.

Delegate Lowell, 69: I think that everybody recognizes the fact that it requires a majority vote to carry the previous question. Some of us come here from a long way and at great expense. There are a great number who desire the privilege of speaking on some question; perhaps they may possibly be slow in getting the floor, or they may be backward, and I believe we should at least guarantee to every delegate represented in this Convention absolute protection against any possibility of being denied the right of raising his voice.

My proposition is simply this: I would offer an amendment that after the previous question is called for and voted that every delegate who has not had the privilege of the floor should have that privilege.

President Tobin: That would nullify altogether the effect of the previous question.

Delegate Lowell, 69: In your rules you vote each and every delegate shall have the privilege of speaking at least once upon the question, and twice after the others who wish have had the chance to exercise that right. I am simply protecting those who have not had the opportunity. As I said, we have come here from a long distance, to thresh out the propositions that come before us, and it is better we should stay here a day or two longer than to attempt on the last day to choke off somebody upon some particular proposition.

President Tobin: Delegate Lowell has innocently misinterpreted the rule when he quotes as he has. The rule is that a delegate who has spoken once upon the question shall not be again allowed to speak until others who are entitled to speak on the question have spoken.

President Tobin: The question comes upon the amendment to the amendment to provide for a majority to call for the previous question.

Amendment to amendment lost.

President Tobin: The question now comes upon the amendment of Delegate Dullea to substitute fifteen for five.

Delegate Lynch, 192: It appears there is a disposition against giving the delegates to this Convention a sufficient chance of speaking on the questions which may arise. It seems to me we ought not to be quite so narrow in our views

at this Convention. We ought to be liberal enough to give every man here a chance before trying to shut him off. I do not say that he would be, but it is possible that he might be. It is very easy for five men to rise and call for the previous question.

Delegate Casey raised a point of order: "Is the question on fifteen or five?"

President Tobin: The question is now on fifteen and not five. The point of order is not well taken.

Delegate Lynch, 192: We had an example yesterday of being shut off in debate, and I know there were those who wished to speak on that question after the previous question had been called for. Now I do not like to see any gag law adopted by this Convention. As the member on the other side of the hall says, we came a long way and we came here to try to build up this organization. There may be resolutions for improvements presented to this Convention that will require some time for the delegates to present their case. As I said, I do not know or do not feel that I would be shut off, but the sentiment is, as I can see it here now, to confine it to the smallest possible number. I do not believe in railroading anything through, and I believe in our congresses and governments there is no time limit and the previous question is not called for until the subject matter has been thoroughly discussed.

Delegate Lovely, 25: I merely rise to make this proposition a little clearer than it seems to be. I cannot understand how any delegate could imagine that there will be any attempt to enforce a gag rule by the mere number which will be required to have the previous question put as to whether we are ready to vote. It takes a majority vote to decide as to whether debate will be cut off, and it seems to me that if anyone wants to be heard so badly, after the majority feel that the question has been discussed and that they are prepared to vote, they should hold a little meeting of their own. I am not desirous of being heard after the majority of you have decided that I have said enough.

Delegate Dullea, 205: It appears to me that in calling for the previous question we should at least have the same privilege as is given

by the committee on rules in calling for roll call, or laying the matter upon the table. I think that the number of delegates required for any question should be equal in one case as another.

Adopted.

Delegate Lowell, 69, moved to amend by inserting "the previous question shall not be put until every delegate desiring to speak has had the opportunity."

President Tobin: The motion of Delegate Lowell would nullify entirely the previous question, and is therefore out of order.

President Tobin: If this Convention is going to do away with the practice of closing debate when the Convention believes they have had sufficient discussion on the question, and adopt a motion which will make it impossible to close debate while any person desires to speak, I can see where this Convention will be in session until next Christmas. I do not believe this Convention will do any different from our preceding Conventions. The disposition has always been not even to object when a delegate exceeds his time. If he appears to be holding the interest of the Convention, he proceeds, but there must be some rules of order in case delegates are abusing the privilege accorded them, and sometimes those things are done.

Rule 11 adopted as amended.

Rule 12 adopted.

Rule 13 adopted.

Rule 14 adopted.

Rule 15 considered. Delegate Regan, 192, moved an amendment to read that no resolution be received after Thursday afternoon session, without the consent of a majority of the delegates.

Amendment adopted.

Rule 15 as amended adopted.

Rule 16 considered. Secretary Baine: At none of our previous Conventions have we approved the final day's proceedings. As a rule the closing day of the Convention is a busy one, and if we were to wait until the Convention proceedings were put up and printed the Convention would probably be extended two more days.

I will state that the usual procedure has been this: The proceedings have been printed and

wherever an error has been discovered (and it is quite likely there will be a number of typographical errors, because it is impossible to read the proof) by any delegate at the Convention, it should be called to my attention, and if we are agreed that it is an error, it is corrected, but in the event that we do not agree that it is an error, then it is left to the Convention to decide. The final day's proceedings, and in fact the final complete proceedings are always submitted to the members of the General Executive Board before printed. That has been the procedure at all other Conventions, and if Rule 16 is to be inoperative as at the last Convention, well and good, let us pass it, but I do not want to be at some later time charged with disobeying the instructions of this Convention.

Delegate Hughes, 53, moved that Rule 16 be stricken out.

Adopted.

The motion now comes upon the adoption of the rules as a whole.

Adopted.

THE RULES OF THE CONVENTION AS ADOPTED.

Rule 1. The Convention shall be called to order at 9 A. M.; adjourn at 12 M.; afternoon at 2 P. M., and adjourn at 5 P. M.

Rule 2. Every delegate, when rising to speak, shall respectively address the chair, and when recognized by the chair shall give name, of delegate and number of union, and while speaking shall confine himself to the question.

Rule 3. Should two or more members rise to speak at the same time, the chair shall decide who is entitled to the floor.

Rule 4. No delegate shall interrupt another in his remarks, unless it be to call him to order.

Rule 5. If a delegate, while speaking, be called to order, he shall, at the request of the chair, take his seat until the question of order is determined, when, if permitted, he may proceed.

Rule 6. A delegate shall not speak more than once on the same subject or question until all who wish to speak have had an opportunity to do so, nor more than two times without permission from the Convention, nor any longer than ten minutes without permission.

Rule 7. When a question is before the Convention no motion shall be in order, except to adjourn, to refer, for the previous question, to postpone indefinitely, to postpone for a certain time, to divide, to amend, which motions shall severally have precedence to order herein named.

Rule 8. A motion to lay on the table shall be put without debate.

Rule 9. A motion for reconsideration cannot be received unless made by a delegate who voted in the majority, and shall require a majority vote.

Rule 10. Any delegate who may not be present to answer his name at roll call shall be marked absent by the secretary, but in the event of being unavoidably absent, shall have the privilege of reporting to the secretary.

Rule 11. The previous question can only be put when called for by fifteen delegates, and the roll call by a yea and nay vote of at least fifteen delegates.

Rule 12. All questions not herein provided for shall be decided according to Cushing's Manual.

Rule 13. That before a resolution is received by the chair, it must be written out in duplicate and sent to the committee and shall bear the signature of the delegate introducing it, with the title of his union.

Rule 14. No motion or resolution shall be finally passed without opportunity to speak is afforded the person making or introducing the same.

Rule 15. That no resolution be received after Thursday afternoon session, without the consent of a majority of the delegates.

Secretary Baine: The committee appointed yesterday with reference to loss sustained by Brother Lesperance, a member of the General Executive Board, in the death of his son, submit the following resolution:

As General Board member Lesperance, who is also the business agent of our Montreal Unions, upon his arrival at this Convention, was notified of the sudden death of his child: be it

Resolved, That the Convention tenders its sincere sympathy to Brother Lesperance in his bereavement.

Delegate Studley, 44, moved that the resolution be adopted.

Adopted.

Delegate Healy, 170, asked if attendance cards were to be taken up and substituted for the roll call.

President Tobin: The sentinel will pass out the cards in each session hereafter.

Delegate Watson, 192: I move you that we continue the present system already provided by this Convention of passing cards around after the delegates are assembled, securing the signatures and taking up the cards, and delegates who are absent beyond that time are recorded as absent.

Adopted.

Delegate Flahive, 25, stated the committee on group picture of the Convention, could only

report progress, as they have not received the address of the photographer as yet.

Delegate Ronald, 260, moved that all delegates to this Convention wear a badge while the Convention is in session to indicate they are delegates. "The reason I make that motion is because I notice quite a number here who are not delegates to the Convention. I believe delegates should have the badge on while the Convention is in session."

Delegate Dullea, 205, opposed.

For the reason that the envelopes in which badges were inclosed did not bear the label, nor did the label of the Novelty Workers appear on badges in connection with the printers' label.

Adopted.

Delegate Flora Chandler, 108, moved that the thanks of this Convention be tendered to the Racine delegates for their very kind invitation to attend their picnic next Saturday.

Adopted.

Resolution No. 1. By Delegate Jos. J. Chatterton, Union No. 192:

NO. 3, SECTION 8.

Amend first paragraph so it will read as follows: The General Executive Board shall consist of the General President, General Vice President, General Secretary-Treasurer, and one member from each district and one additional member from each district for every 10,000 members in good standing, as herein-after provided for.

Amend third paragraph so as to read: Should a vacancy occur in any district, the General Secretary-Treasurer shall, within seven days, call a special election in such district, subject to the laws governing the regular district elections, to fill such vacancy.

Add a new chapter as follows: At each regular or special convention, the territory over which we claim jurisdiction shall be divided into districts. At each annual election members in each district shall elect one member to represent said district on the General Executive Board, and one additional member for each 10,000 members in said district. Members so elected, together with the General President, General Vice President and General Secretary-Treasurer, shall constitute the General Executive Board.

The district members of the General Executive Board shall be employed by the General Union at a salary of \$21.00 per week and actual expenses, and shall have charge of the district which he represents, as organizer and label advertiser; and he shall handle such grievances as shall be properly referred to him,

and perform such other duties as this constitution may direct.

Referred to the committee on constitution.

Resolution No. 2. By Delegate Bart Ford, Union No. 192:

COMMITTEE ON RESOLUTIONS.

WHEREAS, Labor has been staggered by the audacious conduct of Colorado and Idaho officials in trampling on the constitution and on the right of the more humble citizen by the unlawful arrest and vigorous injunction of labor leaders whom we believe to be entirely innocent of the crimes charged against them;

WHEREAS, We believe that all such brazen acts of anarchy on the part of those sworn and supposed to uphold the common law should be met with a stern rebuke from all men, more especially those devoted to the sacred cause of labor; and

WHEREAS, The persecuted labor men, Moyer, Haywood and Pettibone represent the same principles for which we stand, and suffer in the same cause in which we are engaged; be it

Resolved, That we, representing all the boot and shoe workers of the United States and Canada, emphatically denounce the action of Colorado and Idaho officials in their pre-meditated attempt to legally murder three innocent men—our brothers in the cause—in order to strike terror into the hearts of men more active and prominent in the trades union movement; be it also

Resolved, That a copy of these resolutions be sent to Messrs. Moyer, Haywood and Pettibone, and also to the governors of Colorado and Idaho.

Referred to the committee on resolutions.

Resolution No. 3. By Delegate Joseph W. Kelley, Union No. 35:

TO AMEND SECTION 26 BY INSERTING

The editor shall establish and maintain a member's forum, and shall publish any and all communications devoted to the industrial and economic education of the members.

Referred to the committee on constitution.

Resolution No. 4. By Delegate Joseph W. Kelley, Union No. 35:

TO AMEND SECTION 105 BY INSERTING THE WORDS (OR ONE VOTE), SO AS TO READ

The basis of representation in convention shall be one delegate for each union and one additional delegate, or one vote for each two hundred members or majority fraction thereof.

Referred to the committee on constitution.

Adjourned until 9 o'clock Wednesday morning.

THIRD DAY—MORNING SESSION.

Convention was called to order at 9 o'clock by President Tobin.

Absent at roll call:

Jos Short, 130.

General Auditor McDonald reported on a belated credential from Union 133, Delegate E. O. Kuehn, to take the place of J. B. Dunn of Chicago. The records at headquarters showed him to be eligible and the committee recommends that he be seated.

Adopted.

General Auditor McDonald reported that up to the present time no word had been received from headquarters as to the eligibility of Brother Rhodes, 363.

Delegate Casey stated that Delegate Duffy of the Stitchers' Union had arrived. Delegate Duffy was seated.

The chair made the following appointments to fill vacancies:

Delegate Duffy, who was recently appointed and Delegate Miller.

The chair appointed on the press committee, ordered by the Convention on Monday: Delegate Lovely, 25; Delegate Dullea, 205, and Delegate Rhodes, 363 (provided he is seated).

Delegate Lovely, 25, requested information relative to the duties of the press committee.

President Tobin: The duties of the press committee will be to give out such information as in your judgment should be given out from this Convention.

Appointment of committee confirmed.

Secretary Baine read the following letter:

"Norfolk, Va., June 16th, 1906.
International Boot and Shoe Workers' Union,
Milwaukee, Wis.

Gentlemen: We learn that the Jamestown Exposition Co. has extended your organization an invitation to make Norfolk your 1907 convention point during the holding of the Jamestown Exposition, April to November, 1907, and we sincerely hope that it will be your pleasure to accept same.

This Association also extends you a cordial invitation to meet here, and trusts that you will favor us by so doing.

Norfolk's advantages as a convention point are ideal, but in addition thereto is a very attractive feature for 1907, viz.: the Jamestown Exposition.

Requesting your favorable consideration of this city, we are,

Very Respectfully,
RETAIL MERCHANTS' ASSOCIATION.
of Norfolk, Virginia.
(Signed) W. G. Blick, Secretary."

Received and placed on record.

Secretary Baine then read the following telegram:

"Norfolk, Va., June 18, 1906.
C. L. Baine, Sec'y, Care Mr. Emmet Healy
165 Harmon St., Milwaukee.

The Jamestown Exposition Co., Norfolk Chamber of Commerce, Board of Trade and Business Men's Association and Retail Merchants' Association extend greeting to the International Boot and Shoe Workers' Union cordial invitation to hold next annual meeting in Norfolk; free hall will be furnished on Exposition grounds and special day set apart in honor of occasion.

Signed: C. Brooks Johnston, Chairman Board of Governors; W. W. Moss, President Chamber of Commerce; J. W. McCarrick, President Board of Trade and Business Men's Association; M. U. Stadter, President Retail Merchants' Association."

Received and placed on record.

General Auditor McDonald reported that confirmation of the eligibility of Delegate Rhodes had been received from headquarters.

Delegate Turner, 222, moved that Brother Rhodes be seated and entitled to the privileges of this Convention.

Adopted.

Delegate McMorro, for the committee on officers' reports, submitted the following recommendations on the report of the General President:

While this class of critics have been somewhat more vociferous than numerous, and have thereby attracted attention beyond their just deserts, it will still do no harm to devote a portion of our time to a careful consideration of our union policy and to correct it if found wanting in any respect, and above all things, to protect the policy of our organization and the constitution upon which it rests to the end that we may preserve the organization against its internal enemies.

I do not hesitate to say that when an organization adopts a Constitution and methods of procedure, all members of such organization should be required to conform to the enactments of the organization and to be held strictly accountable for faithful compliance therewith.

Committee concurs in this section.

Report of committee concurred in.

I have no contention with those who are actuated by a desire to maintain the right of criticism and to establish the right of free speech, but it is essential for the purpose of protecting our union that at this Convention we determine accurately and concisely what may be fairly considered just criticism, and that which is treason to the organization and character assassination when applied to the individual member or officer.

So that I may not be misunderstood, I would provide that no member, or members, shall be permitted to set aside and ignore any of the provisions of our Constitution and contracts, or any of the declarations with regard to policy as proclaimed by our Conventions.

I would also provide that innuendos, statements, or charges, affecting a member's union record, shall be sufficient cause for the immediate suspension from all union rights and privileges of the person or persons offending in the manner indicated, and failure upon the part of such person or persons to immediately furnish proof in support of any charge, or charges, or insinuations of crookedness, shall cause the expulsion of such member within two weeks after receiving notice from the aggrieved person demanding such evidence.

When charges are made against a fellow member, such charges shall be made in writing to the president of the local union, to which the offending member belongs, and the charges shall specify the date and place where such offense, or offenses, were committed against the aggrieved member, and immediately upon receipt of such complaint, the local president shall immediately notify the person charged that he or she is suspended from union privileges, except the right to draw financial benefits, pending trial.

This trial shall take place within two weeks from the date of the complaint, and after a decision has been rendered, appeal may be taken to the General President, who shall review the testimony and render his decision, and from his decision an appeal may be taken to the General Executive Board, and from there to a Convention.

Pending a decision, in all cases the accused shall conform to the decision.

Failure upon the part of the local president to act promptly in any such cases, the General President shall be required to act upon the complaint of the aggrieved member, if, in the opinion of the General President, the local president has had sufficient time to act, and has failed to do so.

Failure upon the part of the General President to act promptly in such cases, any member of the General Executive Board may call the attention of the General Board to the matter, and if, in their opinion, the General President has not acted with sufficient promptness, then the General Executive Board shall act.

In any case where the General President is the aggrieved person, it shall be the duty of the General Vice-President to act upon the case.

Committee concurs in this section and rec-

ommends it be referred to the committee on constitution.

Delegate Dullea, 205: "I would like to inquire from the committee, through you, what provision, if any, has been made in case the offending party should be a general officer of this organization?"

Delegate McMorrow, 141: "Mr. President, I have read quite carefully, I think, everything pertaining to this, and if there is nothing in there that covers specific cases of this kind committed by the general officers, of course I could not read it."

Delegate Studley, 44: "If I understand the matter correctly, it seems to me the matter is thoroughly covered, the complaint can be made to the local to which the officer is attached."

Delegate Dullea did not believe this point was covered, and further, was opposed to any legislation which imposes a sentence before trial and the member given the opportunity to defend himself.

Delegate Studley, 44, expressed the opinion that no member should be considered guilty without having an opportunity to prove his innocence, and offered an amendment to strike out the words: "The local president shall immediately notify the person charged that he or she is suspended from union privileges except the right to draw financial benefits, pending trial."

Delegate Laird, 35, raised the point of order that the report of the committee was to refer to the committee on constitution; that an amendment was not in order at this time. The Chair decided that the point of order was well taken.

Report of the committee concurred in.

KEEPING CONTRACTS.

Of all the questions that will come before this Convention, nothing is of greater importance than the one as to whether legislation shall be adopted which is calculated to make our contracts secure, and thereby place ourselves in a position to exact strict compliance with our contracts upon the part of employers. It is useless for us to hope that any substantial degree of organization can be secured and maintained unless our contracts are beyond question as to their reliability. We must reach that higher standard of union principle under which the members will spontaneously and enthusiastically rally to the support of our contracts.

Committee concurs in this section.

Concurred in.

I am convinced that the only practical way to sustain our contracts is to provide in this Convention for a penalty fixing a fine to operate automatically and at once when a strike occurs in violation of our contracts. We believe that legislation of this kind will save us large sums of money, and maintain for us a high standard for business integrity, because our contracts will not be violated, as our friends as well as our enemies will appreciate our ability to defeat any attempts made to destroy the validity of our agreements.

Unless this Convention can see its way to amend our Constitution in order to provide for this contract insurance in no uncertain way, I can see nothing in the way of further substantial progress for our union; and certainly we can never achieve that degree of organization and standing in the shoe trade which will make for the security of employment, higher wages and shorter hours.

Committee concurs in this section, and recommends that the committee on constitution be instructed to draft a suitable amendment to the Constitution covering the recommendation.

Delegate Hickey, 192: "As a minority member of that committee, I do not concur in this section of the General President's report, but concur in its reference to the Constitution committee."

Report of committee concurred in.

I here ask this Convention before its adjournment to declare as to whether we believe contracts should be made covering the employment of our members and the use of our union stamp. And if we decide that contracts are not to be made—well and good. But if, on the other hand, we decide that contracts are necessary to our well-being, let us also decide that proper measures be taken to preserve our contracts against the enemy and that there may be no question as to the ability of our organization to maintain its contracts.

The committee concurs in this recommendation.

Concurred in.

I, therefore, recommend legislation which I deem absolutely essential:

First, to declare that contracts with employers are necessary.

Second, that contracts must be protected so that when violated by our members quitting work in such numbers or under such circumstances as will cause an interruption in the factory, regardless of what

technical or other excuse they may offer, such members shall be automatically fined for this offense.

The committee concurs in this recommendation, and recommends that the committee on Constitution draft an amendment to cover the recommendation.

Delegate Hickey, 192: "As a minority member of the committee, I do not concur in this section of the General President's report, but concur in its reference to the committee on Constitution."

Report of committee concurred in.

This disposition to fence in any particular shoe center, and establish wages and conditions of labor which places it at a great disadvantage and enables low standard centers elsewhere to undersell in the general market, will eventually have a strong tendency in the direction of preventing our success, if not entirely destroying our organization.

The committee concurs in this sentiment as expressed in the President's report.

Concurred in.

It should be understood that the keenness of competition between manufacturers has reduced the selling price to the trade, and the constantly increasing price of leather and other materials entering into the shoe has resulted in the margin of profit being almost eliminated, consequently there is little left from which a bill of wages can be secured, and any attempt to establish a general increase in wages throughout any factory is simply impossible. It therefore becomes necessary, if we deal with the wage question at all, that we increase the wages and better the conditions of labor in those parts of the trade where wages are low.

The committee concurs in this section
Concurred in.

SHOE TRADE SUPPLIES.

Committee concurs in this section of the General President's report.

Delegate Hickey, 192. "As a minority member of that committee, I do not concur in this section of the report."

Delegate Meade, 38, stated that, "inasmuch as this particular subject has been a feature of the previous two Conventions, it is likely to be considered here at length. I believe it would be entirely proper to lay the report of the minority committee on the table until such time as this mat-

ter can be thoroughly discussed. I do not believe it is proper at his time to introduce arguments against the report as made by the General President," and moved the subject matter be laid on the table.

Adopted.

EMPLOYEES CHARGED FOR FINDINGS.

Committee concurs in this part of the report.

Concurred in.

Therefore, in order to safeguard the union stamp and to protect the officers of the union against false accusations, I recommend that the sum of five hundred dollars in cash be paid to any person or persons who will furnish evidence sufficient to prove the fraudulent issue or use of the union stamp contrary to the laws and rules laid down by the Boot and Shoe Workers' Union. And I further recommend that any person who either by direct statement or by innuendo, gives out the impression that any officer of the union has issued or permits the union stamp to be used contrary to the provisions of our Constitution, be immediately suspended from membership in the union; and such persons shall not be again reinstated unless they can prove their assertions to be true, or until such time as they have conformed to such penalty as may be fixed by the General Executive Board, the end to be obtained being that evil-minded persons disposed to slander may choose between telling the truth, remaining silent or proving their insinuations or accusations.

Committee concurs in this part of the report, and recommends that it be referred to the committee on Constitution.

Concurred in.

AN ILLEGAL UNION STRIKE.

Committee concurs in this section, and recommends that it be referred to the committee on Constitution to draft suitable amendments.

Delegate Lynch, 192: "I would suggest that the matter be laid on the table until some later time. I think every delegate at this Convention would like to hear the true status of the case between the lasters and the Taylor company, also the lasters in the Douglas factory who went out. There are, in my opinion, some misleading statements in the article, unintentional or not, and we would like, and we feel it our duty to the delegates at this Convention, to carry

back to those who sent them here the true state of affairs that caused that trouble, but I do not think this is the time, so I move that this matter be laid on the table until a later time at the Convention, and we will explain this case in its true light before the Convention adjourns."

Delegate McMorrow: "There is in the last part of this matter pertaining to the article something which is general in its nature, and not pertaining to the details of the affair. The committee has made a recommendation. Would not that be accepted separate from the remainder of the article in this motion?"

Delegate Lynch, 192: "I accept anything only with reference to the Taylor and Douglas matter."

President Tobin: "If there is no objection, that portion of the report of the committee which does not refer to the Taylor and Douglas incidents will be referred as recommended. Then the balance of the matter referring to the Taylor and Douglas incidents will be subject to the vote of the Convention as to whether it shall be laid upon the table. The motion before the house, and debate is not in order, is that the subject matter of the Douglas and Taylor incidents will lie upon the table."

Delegate Ford, 192, called for a roll call.

Delegate Dullea, 205: "I want to know whether the lasters have the evidence in their possession?"

Delegate Lynch, 192: "I will state for the benefit of the delegates that we can have all the records and all of the evidence in regard to that case this afternoon if you desire to take it up at that time."

The roll was called with the following result:

Yea—Abbott, Ahearn, Barry, Bowe, Brown, Buckley, Bump, Butler, Byrne (118), Cantwell, Carver, Chatterton, Chevigny, Chubbuck, Clark, Cole, Collins, Condon, Connolly, Cosgrove, Costtello, Cushman, Dahlquist, Dullea, Dumas, Emery, Engler, Edmonds, Ford (35), Ford (192), Frazier, Gibson, Hallinan, Harrington, Hasty, Healy, Hickey, Holmes, Horn, Kane, Kasper, Kearns, Keating, C. A. Kelley,

J. W. Kelley (35), Kelley (143), Kenney, Laird, Lappin, Leary, Lovett, Lowell, Lynch, Lyons, Mackins, Madden, McAvoy, McCarthy (205), McCarthy (365), McDonald, McGaughney, McMillan, McQuaide, Meade, Monaghan, Moore, Moriarity, Mottau, Murray, Nitsche, O'Boy, J. O'Brien (44), O'Brien (122), O'Connell, Poland, Regan, Robinson (32), Ronald, Rooney, Russell, Ryan, Saunders, Schwartz, Shoughrow, Sicard, Smith, Stack, Steele, Sullivan, Sweeney (44), Sweeney (69), Toomey, Townsend, Tyler, Watson, Wood—96.

Nay—Anderson, Batchelder, Barbeau, Baxter, Bilodeau, Bly, Boyle, Bury, Byrne (225), Campbell, Casey, Chandler, Clough, Conant, Connor, Corcoran, Crump, Dehling, Duffy, Dunham, Dwyer, Elphinstone, Epps, Farrell, Flahive, Flynn, French, Geary, Gallagher, Garfield, Gillen, Gimblett, Godfrey, Gunville, Hatch, Hannan, Hebert, Higgins, Hopkins, Howatt, Howes, Hughes, James, Kane, Kregar, Kreuger, Kuehn, La Fleur, Langland, Lee, Lesperance, Lovely, Luippold, Lydon, Marazzane, Marshman, Martel, Martin, Martindale, Mathews, McCabe, McEvoy, McGuinness, McIsaac, McManamy, McMorrow, Menihan, Meyers, Miller (222), Miller (419), Moran (44), Moran (341), Monks, Mulryan, Murphy, Nolan, O'Brien (44), O'Brien (365), O'Dell, O'Reilly, Ostrander, Paulin, Perkins, Perry, Pratt, Raymond, Rhodes, Robinson ("O"), Rohrdantz, Ryan, Schaeffer, Schaffield, Schmidt, Short, Stanton, Staples, Stewart, Studley, Talbot, Tateman, Turner, Upton, Vaughn (6), Vaughn (363), Ware, Wartusch, Weitler, Whaley, Woodbury—109.

Motion to lay on table lost—96 yeas, 109 nays.

Delegate Meade, 38, moved to amend the report of the committee that this matter be assigned for debate at 2 o'clock this afternoon.

Adopted.

REFERENDUM ELECTIONS.

Your committee concurs in this section of the General President's report, and recommends that it be referred to the committee on Constitution.

The committee's report concurred in.

EIGHT HOUR DAY.

Your committee concurs in this section of the General President's report.

Delegate C. A. Kelley, 35, stated that there was an error in this report and that it was the George E. Keith Company who first gave the nine hour day all the year round, and not the W. L. Douglas Company, as stated by the General President.

Delegate Bowe, 256: "The statement of Delegate Kelley is incorrect. The George E. Keith Company gave the nine hour day for the summer months, but it was the W. L. Douglas Company that first established the nine hour day all the year round."

Delegate Kelley, 35. "He gave the Saturday half holiday that summer for the summer months. It was to be a nine hour day continuously, but during the summer months we worked so many hours a day so we would have Saturday afternoon. At the beginning of a certain month, I think it was September, we were going to go on nine hours a day straight and continue."

Delegate Bowe, 256: "I still contend that Brother Kelley is wrong."

Delegate Robinson, ("O"): "I would like to say that I was employed in the Douglas factory at that time. In the month of April the George E. Keith Company informed their employees that on June 1st their factories would run nine hours per day for the summer months or Saturday half holiday. The Douglas Company at once informed their employees that the Douglas factory would grant the nine-hour day for the entire year beginning May 1st; this being one month before the George E. Keith Company started on the nine-hour day."

Delegate Laird, 35, stated, in regard to this proposition as laid down by the General President in his report, "he appears to rather ridicule the agitation started by the cutters for a shorter work day movement, and the technicality inserted in the notice to the manufacturers is termed as 'child's play.' If it was a demand why didn't the union request an answer prior to January 22? That in itself shows you that it was the opening up of negotiations to the end that we might secure a shorter work day. That was not a spasmodic motion."

President Tobin suggested that the General Secretary be instructed to telegraph to the cutters' business agent in Brockton asking him to forward, by express, to the Convention, the record books of the local union and local executive board, if the books are not here in Milwaukee.

Delegate Studley, 44, moved that the suggestion be adopted.

Delegate Laird, 35: "What is the object?"

President Tobin: "The purpose the Chair has in mind is to enable Delegate Laird to substantiate his contention that they did not intend to violate the contract by declaring for the eight hour day."

Delegate Laird, 35: "I certainly am willing that you should establish that fact. I certainly think it would be possible to establish that fact, but as the subject is not a subject matter of business before the Convention, it would hardly appear that it would be necessary to send to Brockton and have the record books of the organization sent here for a purpose that is not a business proposition before this organization. If you desire to demonstrate that we did intend to violate our contracts and will put it so, then I will vote that we have those records here as soon as possible."

President Tobin: "Then we will put it that way."

Delegate Laird: "The books are in Milwaukee."

President Tobin: "Then the instructions will be modified to the extent that the General Secretary be instructed to request possession of the books so they may be at the disposal of the Convention."

Delegate Laird, 35. "I find I was mistaken. The books are not in Milwaukee."

President Tobin: "Then the original motion is, that the books be sent for."

Adopted.

President Tobin: "This will make it necessary to defer action upon the report of the committee until the books are here. Subject matter is deferred until a later date."

GENERAL ORGANIZERS.

The committee concurs in this section.

President Tobin: "Inasmuch as this recommendation embodies that which might have something to do with the question of district organization, which arises at a later session of the Convention, I suggest the advisability of postponing action upon this subject until that subject comes before us. We can join these subjects."

Delegate Dullea moved that action upon the subject matter be deferred until a later date.

Adopted.

CONCLUSION.

The committee concurs in this section.

Adopted.

Delegate Meade, for the committee on resolutions, reported Resolution No. 2. By Delegate Bart Ford, Union No. 192:

COMMITTEE ON RESOLUTIONS.

WHEREAS, Labor has been staggered by the audacious conduct of Colorado and Idaho officials in trampling on the constitution and on the right of the more humble citizen by the unlawful arrest and vigorous injunction of labor leaders whom we believe to be entirely innocent of the crimes charged against them;

WHEREAS, We believe that all such brazen acts of anarchy on the part of those sworn and supposed to uphold the common law should be met with a stern rebuke from all men, more especially those devoted to the sacred cause of labor; and

WHEREAS, The persecuted labor men, Moyer, Haywood and Pettibone, represent the same principles for which we stand, and suffer in the same cause in which we are engaged; be it

Resolved, That we, representing all the boot and shoe workers of the United States and Canada, emphatically denounce the action of Colorado and Idaho officials in their premeditated attempt to legally murder three innocent men—our brothers in the cause—in order to strike terror into the hearts of men more active and prominent in the trades union movement; be it also

Resolved, That a copy of these resolutions be sent to Messrs. Moyer, Haywood and Pettibone, and also to the governors of Colorado and Idaho.

The committee recommends the adoption of the resolution.

Adopted.

The Chair stated that all appeals submitted to the Convention would be re-

ferred to the committee on appeals and grievances direct.

Delegate Laird, 35, stated that probably 90 per cent of the appeals referred to the Convention would be from decisions rendered by the General Executive Board, and the complainant would have to appear before a committee upon which there were two members of the General Board, and requested that the General President name two delegates to take the places of Delegates Martindale and Bury on the committee of appeals and grievances.

President Tobin: "It has been my aim at all times, and under all circumstances, to go even beyond the limit of fairness and to err in the direction of giving everybody that which he is entitled to and a little more, and in appointing committees my purpose has been to see that the committee is made up of somebody at least who has some knowledge of the ramifications of the various subjects that will come before them, and especially on appeals and grievances, and when a committee is made up of nine members, I do not think it can be truthfully said that two members can dominate that committee. Then again, after the committee has completed the work and report to the Convention, there are 206 delegates who will pass upon the questions, and I think it ought to be considered fair that the committee have some knowledge of the subject and the fact that they may have a bias should cut very little figure in a Convention of 206 delegates, then the Chair would hesitate to grant the request of the delegate to remove any two from the committee. In fact, the Chair would not assume any such responsibility.

"It would hardly be becoming for me to reflect upon their integrity by removing them from the committee. Whatever may be said to the contrary, it would certainly appear to be a reflection upon their integrity. I therefore see no way in which I could grant the request of Delegate Laird."

Delegate Watson, 192, stated that there were certain cases in which his union had entered an appeal and they would appear before a committee on which were two

members who had already decided that the lasters' contention was wrong, and moved that two members of the executive board on the committee be removed.

The Chair decided the motion out of order.

Delegate Dullea, 205, moved to reconsider the action of the Convention whereby the grievance committee was appointed by the Chair, with reference to the two delegates who are members of the board

Delegate Lowell, 69, favored the motion.

Delegate Dullea, 205, favored; had been a victim of the decisions of the General Board, and did not want to appear before the committee upon which were two members of the same board that had decided against him.

Delegate Meade, 38, believed that it would be unfair to ask these members to resign from the committee, and moved that in all cases of appeals from the decisions of the General Executive Board, the Convention go into a committee of the whole to consider and decide by the whole Convention.

The Chair ruled the motion out of order.

Delegate Meade, 38: "I wish now to remark that I do not find anything in the rules that would prevent the procedure which I mentioned before. Rule 13 does not show anything with reference to appeals and grievances. I think some of these things could be settled by the Convention, and after the Convention has settled them, there would be no criticism whatever about any tendency of unfairness.

"I think paramount to any rule is the justice given to everybody, and that is all that makes me rise this time. I would like to ask any one here what particular cases they are interested in. How many instances of appeals and grievances would have to be tried by the committee of the whole? If there are but a few it seems to me that we could easily apply that process."

President Tobin: "About ten appeals."

Delegate Meade, 38: "How many would be tried in the absence, so to speak, of the General Executive Board, not to deprive

them of the vote in the committee of the whole?"

President Tobin: "The Chair feels himself yielding to the eloquence of Brother Meade and will entertain the motion."

Delegate Campbell, 25, rose to a point of order. The motion is before the house to reconsider.

President Tobin: "The point of order is well taken."

Delegate Howes raised a point of order that a motion to reconsider was not debatable.

President Tobin. "The point of order is not well taken."

The Chair rules that the advisability of reconsidering may be discussed.

Delegate Howes, 20: "According to Cushing's Manual, a motion to reconsider is not debatable."

Delegate Dullea, 205, moved that this matter lie on the table until the delegate had time to look up Cushing's Manual.

Delegate Godfrey, 351, moved that thanks be extended to the Pabst Brewing Company for the hospitality extended to the delegates yesterday.

After considerable discussion by various delegates, Delegate Byrne, 225, moved that this matter be laid on the table.

Adopted.

Discussion on motion to reconsider the appointment of appeal and grievance committee resumed.

Delegate Howes, 20, stated that he had failed to find, in the Cushing's Manual tendered to him, anything to sustain his point of order.

Delegate Martindale tendered his resignation as a member of the committee on appeals and grievances.

President Tobin: "Delegate Martindale is out of order in tendering his resignation, as the Convention has disposed of the question as to whether he should be a member of that committee."

Delegate Lovely, 25, opposed. Believed that action of this kind would be laying the foundation to destroy the methods of appointing committees which are followed by all legislative bodies everywhere.

Delegate Dullea, 205, favored.

Delegate Meade, 38: "We had ample opportunity here, at the opening of the Convention, to object to the appointment of any committee. Every man present carefully listened to the appointments made that morning, and if there were any members of the committee on appeals and grievances who were objectionable to any individual he had the opportunity, at that time, to make his objection known. There is another thing that the member might have referred to when speaking about his duty to those who sent him here. It should occur to him that others had the same duty to perform as he had and that they also wanted to represent their union, and they wanted an opportunity to pass on all questions, and that they might have concluded that if the members who are at the present time opposed for membership of the committee on appeals and grievances were objectionable, the time to make that objection was when the committee was first appointed.

"Apparently they were satisfied with the appointments. We were satisfied with the appointments, and we allowed their confirmation to take place by this Convention. I do not believe that we are showing the proper spirit of liberality or tolerance to any one when we object to their presence on any particular committee.

"If I had a case to be presented to the committee and some of the members had already sat upon the case, had expressed an opinion and had decided the case for themselves, it certainly would not affect my position before this convention. If I had a case that would stand on its merits, I would not care whether the entire committee had personal opinions on my appeal.

"If it stood on fairness, fair play and square dealing, that would convince every delegate of my position, and I would not be afraid to let it go to any committee and then come to this Convention and argue my case here. I believe we ought to leave our committee appointments as they are now made, and I believe Brother Martindale and Brother Bury, whom I have never

heard accused of any wrongdoing (although I do not believe but very few of us have not felt the lash of the unjust criticism of the one who hides behind the corner and throws the brickbat), I do not believe this Convention ought to go on record as asking anybody to retire from any committee.

"I pointed out a few moments ago whereby any appeal that had been made to the committee could be properly heard by the Convention without any possibility of the shade of suspicion resting upon the fact that they did not get a square deal. My idea would be to defeat the motion for reconsideration, to take up after that motion had been defeated, the committee appeals and upon the request of any delegate that the Convention resolve itself into a committee of the whole, and give that particular appeal unlimited consideration. That is fair as any one could want."

Delegate McCabe, 44, moved the previous question; there being a sufficient number, it was put.

Motion to reconsider lost.

Delegate Studley, 44, moved that the committee on appeals and grievances report all matters placed in their hands to the Convention without recommendation of any kind.

Delegate Laird, 35: "I would like to ask the Chair what the province of the committee will be if that motion is carried out?"

President Tobin: "Their duties will be to hear all cases and all parties interested in such cases, and then prepare the cases to submit to the Convention in its most condensed form, without recommendation."

Delegate Howes, 20, moved to amend the motion that this be applied to all committees.

Delegate Studley, 44, accepted the amendment.

Delegate Howes, 20: "In making that amendment it occurred to me that if it

was a fact that all the committee was for was simply to read over what was placed in their hands and then pass it back to the Convention, it would be just a waste of time to submit them to that trouble. Their recommendation is the only thing that is of any use, and if you deprive the committee of that, what is it for? You might just as well resolve yourself into a committee of the whole at once and have the secretary read the appeals and pass upon them from the secretary's desk, as to pass them to a committee who would simply read them over and pass them back. That is the reason I made the amendment, believing the delegates would see the inconsistency of such a motion."

Resolution No. 5. By Delegate A. J. Whaley, Union No. 15:

WHEREAS, The vast number of shoe workers yet unorganized make it impossible for our organization to bring about anything like desired conditions for the operatives on women's shoes, because of the recognized fact that something like thoroughness of organization must precede the results desired; and,

WHEREAS, Organization along union stamp lines is measured by the money which we expend in the direction of creating stamp demand; and,

WHEREAS, Our resources are inadequate to sufficient degree of effort, there is urgent need of additional funds to hasten our organization on to a point of efficient operation in the women's trade; therefore, be it

Resolved, That a national assessment of one dollar a year for three years be levied upon each member of the Boot and Shoe Workers' Union. The first assessment to be payable the first Saturday in September of this year, and the second and third assessments to be payable the first Saturday in September of 1907 and 1908, respectively; and be it further

Resolved, That all moneys thus collected be applied to the general expense fund for the purpose of effecting more rapid organization of the operatives on women's shoes.

Referred to the committee on resolutions.

Adjourned until 2 p. m.

AFTERNOON SESSION.

Convention called to order at 2 p. m.

Roll call showed all delegates present.

President Tobin announced that Delegate Rhodes, who was seated in the Convention this morning, had been called home by a telegram announcing the death of an intimate friend, which made it necessary for him to return. If there is no objection, he will be recorded as being absent with the consent of the Convention.

President Tobin read the following communication:

"Lynn, Mass., June 15, '06.

"To the Delegates Seventh Convention,
Boot and Shoe Workers' Union, Milwaukee, Wis.

"Greeting:—On behalf of the Joint Council No. 4 we extend to you a cordial invitation to hold your next Convention in the city of Lynn, Mass.

"Fraternally yours,

"C. O. WHIDDEN, President.

"J. R. RONALD, Secretary."

Received and placed on record.

The special order assigned from the morning session was taken up at the opening of the afternoon session, the Chair stating that the question before the house was the acceptance of the report of the committee on officers' reports endorsing the position of the General President with reference to the Taylor and Douglas illegal strikes, together with the minority report of Delegate Hickey of this committee upon the same subject.

Delegate Hickey, 192, spoke at length in justification of the lasters' action in the Taylor case, because of a bad decision rendered by the State Board. He read several letters from the General Office and from the Taylor Company in support of his position.

Delegate Regan read letters and made statements with reference to the Massachusetts State Board of Arbitration in alleged unfavorable decisions from that board covering lasting prices in Brockton.

Delegate Watson, 192: I want to say in the beginning that I have been working in shoe factories for sixteen years. I have been a member of the Lasters' organization all of that time. I have never belonged to any other or-

ganization since I went into a shoe factory. I have never done anything detrimental to the interest of organized labor. I have always worked for the upbuilding of organized labor. I consider that I am as much experienced in the way of fixing prices as any man on the Executive Board of the Lasters that was deposed when this present Board took its place.

The General President in his report says: "The differences between the Lasters' Union of Brockton and the General Union are due to the fact that experienced leaders were thrust aside in a grave crisis, and under the most intense excitement, and new leaders came to the front without experience in handling grave problems, and for a time the Lasters were led out of a true course. We are, however, encouraged by the fact that there seems to be a disposition to correct some of the mistakes, which change of front can no doubt be attributed to the fact that the new leaders have acquired some experience, and they have learned that the things which seemed practical a few months ago are now set aside for something more practical. The Lasters are evidently convinced that it takes something besides a loud noise and boisterous denunciation to achieve beneficial results."

I want to say that the Executive Board of the Lasters' Union today stands the same as it did when it was inaugurated. It stands for \$3.00 a day, or the equivalent of \$3.00 a day. We have men amongst us in the Lasters who are not capable of making over \$3.00 a day, who are old men, and the price we made enables them to make \$3.00 a day.

I want to say that the State Board of Arbitration is wholly, solely and alone responsible for the strike in the E. E. Taylor factory. They have not given us a good decision in three years. I claim they have placed the Lasters in the condition where they cannot make a living. The decisions handed down to us by the State Board of Arbitration are such that if married men with families went into the factories for 60 days, at the end of that time they would be in debt.

I want to say a word with reference to the George E. Keith No. 2 factory in the lasting department. We had a price which was first

made upon a cheap shoe. I am referring to this in an endeavor to show that the Lasters are not the only ones who break contracts. This price, which was made upon a cheap shoe, made a good job and a laster could make from \$20.00 to \$32.00 a week, but after the firm took the Union Stamp they put their blue tag shoe into the No. 2 factory and changed it to a yellow tag, making the lasters last the \$3.50 and \$4.00 Walk-Over shoe at the cheap grade price, thereby cutting us down without notifying the local or the General Union.

In the Packard factory the lasters received a cut down from the State Board of Arbitration. In the George G. Snow factory the State Board gave us a reduction of one-fourth cent. Now, then, Mr. President and Delegates, this goes to show the strain the lasters of Brockton were under when this decision was made. I had the honor of being on the committee to wait upon the President of this organization and to show him. The General President told us it was the second decision they had given on the Pulling-Over machine; the other one was in Webster where they gave 10c, 12c and 17c an hour.

At a meeting which the General President of this organization attended, I asked him a question. I asked him if, inasmuch as the firm of the W. L. Douglas Co. had been advertised all over the United States and all over the world as a fair firm, and were willing to pay union wages to all mankind, did he not think in his own heart and soul, that \$3.00 could be gotten from the W. L. Douglas Co., and the General President told me he was not a good guesser.

Before I go any further I want to say distinctly that the lasters of Brockton do not for one moment put forth the idea that they did not break the contract of the Boot and Shoe Workers' organization. They did break the contract of the Boot and Shoe Workers' organization, but they did it to save the organization, and I want to assure each and every individual here that they did save the organization, and this same body of inexperienced men held the city of Brockton in its hands, and with the aid of the Joint Shoe Council cleaned it up. The Boot and Shoe Workers' organization should take its hat off to the Joint Coun-

cil of the city of Brockton and the Lasters' Executive Board.

I want to say a word with reference to the W. L. Douglas matter, which the General President has seen fit to bring into his report. Through the attention of some one of the spies in our organization, and I will agree with the General President, that there are an immense quantity of spies within our organization, the superintendent of the W. L. Douglas Co. was informed of a different method employed by another firm where the men pounded up their own heel seats and the W. L. Douglas Co. investigates, and on seeing the nice shoe and the nice heel seat gotten out by the nigger machine in this factory, and by the way this good shoe is largely due to the fact that the firm puts good stock into it, and pays the men well, the Nigger Head operators of the W. L. Douglas factory are told they must pound up their heel seats. There is an objection raised to this and the firm notifies the Lasters' Union that they would insist upon the men pounding up their own heel seats and would give them the pounding up price of 6c a case. The lasters did not want to do this. The proposition looked bad to the men as they could not see how they could maintain their original wages under the new system, but we succeeded in getting the men to agree to give it a two days' trial, and the third day the men appointed a committee, sent them down to the superintendent of the factory to inform him that they did not want to pound up the heel seats.

They had quite a controversy, the extent of which I do not know as the case was not turned over to the Executive Board of the Lasters' Union. Later on the Nigger Head operators were called together by the foreman, who informed them that he had been instructed to say that they were going to have the pounding up of the heel seats done by the Nigger Head operators, and if anyone among them did not want to do the work, that way, they could pack their kits and get out, and each and every one of those men did not want to do the work that way, and they left the factory.

It was not a strike. They had a meeting at the Lasters' hall that day, the outcome of which I am not aware of, as I was not there. The next night they came again. We called

a meeting of the Executive Board and requested the superintendent of the Douglas factory to confer with us in an endeavor to straighten out the matter. Later Mr. Drake attended the meeting of the Nigger Head operators and made them a proposition that the men should go back and work for three weeks; at the end of the three weeks he would make a price, which proposition they refused.

He then asked them to pick one man and he would represent the firm and that they would make a price satisfactory to them, to the union and the firm, which proposition they also turned down. The superintendent and the Executive Board of our union had another meeting, which the President of the Joint Shoe Council attended and showed a telegram from President Tobin, in which he inquired whether there was a strike on or not. We claimed it was not a strike, while the superintendent of the Douglas Co. claimed that it was a strike.

The superintendent met the Nigger Head operators again, where it was explained to the superintendent exactly what the foreman had told the men. The superintendent claimed he had not given the foreman any such authority, but everyone of the Nigger Head operators at the meeting claimed that the foreman had told them to either pound up the heel seats or quit, and the superintendent said that if the foreman had told them that, he could not claim it was a strike.

Later the executive board called a special meeting of the Nigger Head operators and succeeded in getting them to accept the superintendent's original proposition for a three weeks' trial. These are the true facts in the Douglas case.

I wish to read an interesting communication:

February 1, 1906.

Mr. John Crawford, Financial Secretary,
Lasters' Union No. 192, P. O. Box
351, Brockton, Mass.

Dear Sir and Brother:—Your union now has on file a letter from me, which I requested be held for future reference in connection with the pulling-over machine.

I now request that you also file this letter, after bringing it to the attention of your members, so that you may refer to it at some future time.

While our Constitution recognizes the local union or local executive board as the sole authority in negotiating and making prices with employers, it also is the obliga-

tion of the general union to protect the good name of the organization by seeing that all agreements, both local and national, are maintained.

For this reason we trust that no more price lists will be made as was agreed upon with the Douglas Shoe Company on January 27, 1906, or any price approaching this in figures or in the obligations which you assume.

The agreement reads "that the price to be paid for preparing the pulling-over all grade shoes, all operations whether by machine or hand up to the nigger lasting machine and including the pulling up of counters, shall be 33 1-3 cents per hour."

Under this agreement, you established 33 1-3 cents per hour, and not \$3.00 a day. If the eight hour day should go into operation before the expiration of this agreement, the lasters' wages would be reduced 33 1-3 cents per day, making it \$2.66 and a fraction. Then, under this agreement, what is to hinder the Douglas Company requiring all pullers, including hand pullers, to work for 33 1-3 cents per hour, and thus reduce their present earnings, which, I think you will agree, are far above this figure. The agreement also limits the earnings of the operator on the pulling-over machine and the operator on the assembling machine to 33 1-3 cents an hour, or \$3.00 per day, when they work full time or do a full day's work.

I believe a serious mistake was made when you insisted that the insole tacker-on should receive 33 1-3 cents per hour, thus holding down the price for the skilled and responsible operations connected with lasting under the new system.

With the introduction of heeling machines, edge setting machines, and Good-year machines, provision was made for wages in proportion to the work of inking edges, loading nails, pulling tacks and trimming inseams. I think you will agree that it would be ridiculous to insist that the edge inker, heel nail boy, tack puller and welt trimmer should receive the same pay as the more skilled operators on the machine. As you now stand, the insole tacker, the assembler and the pulling machine operator each gets 33 1-3 cents an hour, or \$3 for a full day of nine hours, while you might easily have made a price list which would recognize the less skill required to tack on inner soles and give proper and fair consideration to the more skilled and responsible operations of operating the assembling and also the pulling-over machine, and suppose you made the price for insole tacking so as to provide for earnings of, say, \$2 per day; then the assembling machine operator and the pulling-over machine operator could get at least \$4 per day, making a total cost to the employer of \$10 per day for the three men, instead of \$9.

I believe that with proper management and with the purpose of giving the new

machines fair consideration as to their capacity, that the wages for the skilled operators may easily be made as good as are now paid to the Goodyear operators; but this will not be done along the sentimental lines you are now working—trying to maintain uniform wages for all hands without regard to the importance of their work.

To continue making agreements similar to the Douglas one will, in my opinion, bring about an emphatic protest from the assembling and pulling-over machine operators as they increase in numbers, which they no doubt will in the near future, and begin to exercise more influence in your union and receive more consideration than they have up to date.

I say frankly to you, that I believe it to be the duty of this office to protect the wages of the lasters under this new system and to do so, we believe a charter should be issued to the consolidated hand method lasters, pulling-over machine operators and assembling machine operators, which we will do at their request if you continue making prices which will limit them to 33 1-3 cents per hour, or \$3 per day.

We believe the time is here and the opportunity should be embraced to make a piece price which will enable the pulling-over machine operator and the assembling machine operator to make at least \$4 per day and the insole tacker an amount less in proportion to his inferior skill and less responsibility, and we believe that by doing so, even \$5 a day or better can be secured when the machine is running at its full capacity. This latter condition will not be established under the present good condition of trade, because of an apparent tendency to conclude that your best interests are served by giving a less amount of work per day than is being secured in competing factories outside of Brockton, which condition you will be unable to maintain when business becomes dull and the employer begins to sift out the men so as to retain in his employment only those who give the best returns for a day's work. I believe in limiting the day's work to a reasonable amount and have never believed in the men who are sometimes called "race horses," and at other times "hogs," but there is a happy medium, where the interests of all concerned will be best served.

If you find anything wrong in my line of reasoning in connection with this matter, I am willing to have the benefit of your advice and will greatly esteem a reply, which I may file for future reference.

Fraternally yours,

JOHN F. TOBIN,
General President.

The machine about which the General President talked so much in this communication is another failure. It has been wiped out of existence in the Brockton factories. It is a

machine put in the shoe trade to put little girls and little boys to work on. This is what the assembling machine has been introduced for first, last and always and it is admitted by the agents of the United Shoe Machinery Co. It is not a machine to help out the shoe trade, or not a labor-saving machine.

It has been manifested and proved to the manufacturers in the city of Brockton that the men assembling shoes by hand can beat the assembling machine. It is proven in the factory that I worked in and I was instrumental in proving it.

Another good feature in here is the General President tells us to establish at least \$2.00 a day for tacking inner soles; a man, who, at the previous conventions told the delegates that he believed in equality; equal prices to all. He seems to have changed his mind since. I want to say that the Brockton lasters believe that the man who runs a pulling-over machine is no better than his brother who tacks on inner soles.

I want to say, however, that this system was killed by the executive board of the lasters. As I have already told you the lasters of Brockton were driven to the stand they took, believing that the lasters had come to a crisis where they could no longer stand a reduction in any way, shape and manner. That was for the benefit of the organization on which to take some decided stand.

We called a mass meeting of all the lasters working in the factories in the city of Brockton, between 1,200 and 1,500 people, and I want to say that the case was put before the lasters of Brockton in its true light, exactly as it stood. Each and every man in that hall was informed that if he struck the Taylor factory he would strike every factory in the city of Brockton, that there would be no favors shown to any manufacturer; that it was a fight to the bitter end.

The mass meeting, by an almost unanimous vote, voted to strike, that they would demand \$3.00 or the equivalent and that is the stand that the executive board took. Prior to the strike the executive board appointed a committee at the time the General Executive Board was in session in Boston, to visit the General Executive Board to see if they could not help

us out. I was upon that committee that went there and talked the situation over.

I told the General Executive Board that Mr. Taylor had always been an easy man to handle and we had every hope of settling it, and that if the General Office kept its hands off of the E. E. Taylor matter we would settle it. Brother Martindale said to me, "Will you settle without breaking the contract?" and I said, "Yes." Brother Healy said, "Settle it any way you want to, I am with you any way you settle it."

Delegates, our business agent went to see Mr. Taylor and that manufacturer offered to accept any price that we could make with the W. L. Douglas Co. Mr. Taylor went to the General Office the next morning, and later told our business agent that he would go to the poor house before he would come off his perch, and we thought it was up to Mr. Taylor to go to the poor house in preference to the poor devils that were working for him in his factory. That is why we took the stand we did.

We have taken the stand of men. We are not what the General President of the organization has seen fit to call us, "gorillas," a species of ape. I want to say to him that my parents are as good as his, if not better. I want to say to him that my character is as good as his. I will not accept \$2.00 a day under contract as long as I live. I want to read another letter as follows:

Boston, Mass., December 14, 1905.

Mr. John F. Buckley, Secretary Joint Council No. 1, Box 575, Brockton, Mass.

Dear Sir and Brother:—We have been hoping that at some stage of the development of the disaster threatening Brockton that your Council would take notice of the matter, and even call a special meeting to lend your influence for good or evil, in accordance with your convictions.

This is a situation when courageous leaders should be heard, not those with the courage to lead large numbers, but men who have the courage to do that which is right in the face of great opposition.

Large numbers, under a condition of excitement, reach wrong conclusions, and are guided by impulses, which are destructive of their best interests.

The leaders of the present revolt are pretending virtues which they do not possess, by having recourse to frequent mass meetings and guiding such meetings with untruthful and sensational statements calculated to keep up their courage, thereby

dodging responsibility, and cloaking their destructive work under the guise of giving the rank and file an opportunity to vote upon what are considered important questions, and in this way they are unloading the responsibility for a disaster, which is inevitable, unless rational men come to the front and direct the tide into a proper channel.

We believe that no sane person can conclude that the General Executive Board have any honorable course to pursue except that of insisting upon the faithful compliance with the terms of our contracts.

If it is true, as alleged, that the State Board's decisions are unjust, and not in accordance with the evidence, there is a proper method of remedy without entailing serious loss upon those directly concerned, to say nothing of those who will be affected by a general stoppage of work in the factories of Brockton.

The General Executive Board will feel greatly encouraged by sympathetic support in their position from our members in Brockton, and we will be materially assisted by such a demonstration, but even without this valuable assistance our duty is plain, and we will carry out the Constitution and the duties imposed upon us therein, together with our contracts, and we will keep every pledge and promise which we make.

We regret whatever disaster may befall our city, but still are conscious of doing only that which we can defend, thereby saving the organization and its honor, rather than dishonoring the organization and bringing about its certain destruction by pursuing any other course.

Your silence at this time may be fairly interpreted by the lasters as approval of their course.

Kindly let us know where you stand, not in a passive way, but aggressive—on one side or the other.

Fraternally yours,

GENERAL EXECUTIVE BOARD,

By C. L. Baine, General Secretary Treasurer.

In this letter the General Executive Board of this organization claims that the lasters went before the mass meeting in Brockton to shift it upon the shoulders of the rank and file. The executive board did not try to shift it upon anybody. Two weeks after that what happened? The General Secretary comes out in the Journal "Hats off to the Cutters' Union, who, in a body, knew better than the executive board." We stand for what is right and just; we are willing to abide by the contract of the Boot and Shoe Workers' organization first, last and always, so long as it is fair and produces a livelihood for its members and their families.

We are willing to stand by the contract of this organization, inasmuch as it insists upon the manufacturers who are using the Union Stamp doing exactly as they are asking us to do. The General President of this organization at one time claimed that the W. L. Douglas Co. violated their contract when they put money in the cutters' envelopes. The W. L. Douglas Co. disputed this, claiming they did not break their contract. The matter was taken to the State Board of Arbitration and the State Board decided that the W. L. Douglas firm had not broken their contract.

Did Mr. Douglas break his contract when he brought the \$3.50 shoe from the No. 1 factory into the No. 2 and paid \$2.50 wages upon it without notifying any of the locals, especially the lasters. I know he did not notify the lasters, and I also have reason to believe he did not notify others, because the matter was threshed out in the Joint Council and we insisted upon Mr. Douglas paying the same wages in the No. 2 factory as in the No. 1. Was that a violation of the contract? No, sir, it was not. The manufacturers as a rule do not break their contracts.

I want to say right here that I am not an advocate of strikes. I never was and never will be an advocate of strikes. The executive, of which I am proud to be president, never was in favor of strikes. I want to say further that I am proud to be a member of the Joint Council of Brockton who brought the motion into the Joint Council asking for the local board of arbitration to settle our prices.

Gentlemen, does that have the appearance of a strike. I want to say that when this committee went to the General President, and the Executive Board can bear me out in my statement, that when I made that proposition to them the General President of this organization said to me and my colleagues, "what will you do if you have a local board of arbitration. What assurance can you give us that you will not break their settlements. What assurance can you give us that if Brother Farrell is a member of the local board of arbitration that the laster's won't cut his head off if his decision is not in accordance with your views."

I said to the General President of this organization, you have given me the oppor-

tunity that I wished for, and I want to say right now, before I go any further, and I am not throwing any bouquets, I am not seeking sympathy, Brother Farrell and I are not on good terms and we do not throw bouquets at each other; I want to say to the General President of this organization, give us a man like Tom Farrell, a man that understands the Boot & Shoe Workers' business from A to Z, and you won't hear any kicks coming from his decision.

You never got any kick from the decisions of Judge Reed, the former chairman of the State Board. The present chairman of the State Board tells us, as he tells Brother Moriarty and the General President, he will not sacrifice the business of Massachusetts, that they must compete with the states of Maine and New Hampshire.

This organization has a motto, "Each for all, and all for each," the uplifting of wages and betterment of conditions. The Boot and Shoe Workers' Union did not make the lasting prices that are paid when they put the stamp in. I will freely admit that the State Board of Arbitration have given good decisions, has given raises in prices, but they are taking them away again.

I want to say in conclusion, Mr. President and Brothers and Sisters, that the lasters of Brockton want this convention, as a body, to give us some kind of legislation that will enable us to make prices with manufacturers outside the State Board of Arbitration. I ask you freely, I do not coax you, I do not try to solicit you, but I ask you as man to man, to give to the lasters of Brockton some legislation that will help them to live as men should live, to give to their wives and children the necessities of life.

Pres. Tobin: Up to the point when Delegate Watson read the two last communications I had my mind made up to rest this entire case, as far as I am concerned, upon the presentation made from the delegates from the Lasters' Union. The evidence which they submitted was so complete that I could add nothing to it in support of our position and in justification of the action which we took.

This Convention has decided to be governed by Cushing's Manual, because Cushing's Manual is recognized as an authority on parlia-

mentary procedure, and while we have taken no action in the direction of deciding what shall be the official dictionary of this Convention, I would assume that Webster would be satisfactory to most of us. In this connection I might also say that most of us accept the theory of Darwin, that the human family descended from the ape, and in that respect I claim nothing superior to Delegate Watson in my ancestry.

Webster's dictionary tells us that the "gorilla" is a species of ape. Webster also tells us that "guerillas" are bands of persons, outlaws who prey upon the enemy, prey upon the people, prey upon anybody they can during warfare, and conduct an illegal and unlawful method of warfare. In this sense I characterized some of the leaders of the Brockton lasters, using the word "guerillas" and not "gorillas." The term, perhaps, may be a little strong, but it is as descriptive as I could possibly make it and convey to you what I desired to convey. We have in our organization that class of members who conduct illegal warfare, and I mean exactly what I say when I use the word illegal.

On a former occasion I made the statement that the Brockton lasters, and especially my friend Watson, applied the strangle hold to communications which I sent to the Brockton lasters, and while Brother Watson's conduct here this afternoon has been most pleasing, most gentlemanly, and must have impressed this Convention to a considerable degree, his demeanor this afternoon is not that which characterized him in his leadership of the Brockton lasters. It is true they held large meetings; 1,000 would be a small meeting of lasters during this trouble. Delegate Watson was in the far front all the time, making the most extravagant statements, taking letters from the General Officers, doubling them up, and putting the strangle on them, reading a small paragraph here and there, hence I dubbed him the "strangler." Today he does not do that, he reads the letters. He does not strangle them; he murders them. I am going to try to read this letter in the way I intended it should be read, and I leave you to judge as to whether my conclusions in this letter are sound or unsound. (Reads letter.)

I am sorry to say a reply has not been received, so I am unable to give you the benefit of their advice.

The letter to the Joint Council as read by Delegate Watson was accentuated in places to suit his purpose, and otherwise in other places.

It affords me great pleasure to know that Brother Farrell is so warmly commended by Brother Watson, and that he would be willing to accept Brother Farrell's decision on matters of wages, etc., if he were a member of a local board of arbitration in Brockton, but he condemns most roundly the decisions of Brother Farrell as a member of the General Executive Board. I like to see consistency, and there does not seem to be any consistency in this statement.

Delegate Watson has sought to create the impression here that I refused to confer with his Board, and he tells you why I refused to confer, and I think you will appreciate the force of his statement and my statement to him and to his Board, when I said to them that if they desired to confer I would be glad to confer with them at any hour of the day or night upon any question which they had not already decided. As they decided that \$3.00 a day must be paid to all lasters regardless of anything else, then why confer with me upon this subject? That decision had been reached. Had they called me in previous to reaching the decision I would have said to them that your \$3.00 which you have established applies to all methods of lasting that existed at the time you made those prices, and that price I recognize as your price and will stand for that price until it is changed by mutual agreement or by constitutional or contract decision, but I said this new system of lasting introduces a new proposition, and as you would demand a new price for a new kind of shoe that was harder to last than any shoe you had agreed upon previously, I would support you in an endeavor to get a new price for the harder shoe, and the introduction of this new shoe would call for a new price. The introduction of the pulling over machine introduces, in my opinion, a new system, and when the committee representing the lasters board came to the General Office—and the inference sought to be created is that something was done with them; the impression has been given out that we bribed the committee. Now, I have never been engaged in the work of bribing committees or boards. It is of no particu-

lar material interest to me whether the lasters get \$5 or \$25 a day. It would please me the more they got, but it does not put a cent in my pocket, consequently what incentive could I have to purchase the committee of the laster's board. When they came in, in the same kind of argument I am pursuing today, I told them what I tell you, that the new system of lasting introduced is something new and made necessary a new price. You go and make such a price as you can, and then after you have made that price and tested the capacity of the machine, make a price based upon the capacity of the machine. That was my statement to them, and I said if you insist upon enforcing this \$3.00 per day price on this machine to the extent of stopping work or anything else which would have the effect of stopping work, it would be a violation of the contract.

The impression is sought to be created that we protect the manufacturers at the expense of the lasters. There is a vast difference between the arbitration contract and a price list. If the Lasters' Union allows the manufacturers to juggle with their price list, that is their matter; it is not a matter in which we can interfere, but if a manufacturer does deliberately change a price list, and he persists in that course, and the lasters are unable to get redress, and they say to us, we cannot get redress on this grievance, then it becomes a violation of the contract; but the mere fact of changing the price list does not violate the arbitration contract, and it is very fortunate that it does not, because we would have to terminate a great many contracts upon that very basis.

Brother Watson told you I left their meeting before they adjourned. As I was there from 8 o'clock until 10:30 I think I spent a reasonable amount of time in that meeting, but when I had to sit there and listen to them discussing a proposition to strike the Taylor factory and also to strike all the factories in Brockton, a proposition made to surrender their charter, and to turn the charter to the wall, and do all kinds of things under a leadership using the most inflammatory language, I thought I had remained longer than I could justify, and I left the meeting. It would be impossible for a Demosthenes to have by any

scheme of oratory or anything else turned the meeting into a proper channel. The members of the Lasters' Union who have been the war horses and sound leaders of that Union for years, and who have been the instruments of holding up the wages which Brother Watson tells you about that existed in Brockton when the Boot and Shoe Workers' contract went in there, the men who assisted in building these wages and had been active members for years and years, were the men that they turned down in their excitement at that time and threw them out of office without trial or investigation of any kind. That was what they done for them, trusted leaders, men who could have been depended on to carry the lasters through quite as well as the present executive board, with all due respect to their ability, considerable of which they have acquired within recent months.

I do not know as I want to take any more of your time on this question. I certainly could consume two hours and enjoy it, but I know you have been wearied, and have patiently waited through a long drawn out story in connection with this, in which every statement brought forward proves that there was contract violation. It is frankly acknowledged and supported by the statement that we believe in arbitration, but the decisions must always be in our favor. What a magnificent proposition that would be if the manufacturers were to stand upon that platform and make arbitration contracts! I can see the finish of the Boot and Shoe Workers' Union in a few months, because decisions must always be right, and if they are not right, we are not obliged to conform to the decisions. If that is going to be the decision of this Convention, well and good, I would accept that decision as philosophically as possible, but I would not have any time to work for an organization with a platform so unstable. This platform here on which I stand is very insecure. I find in walking across it that I am in danger of going through. Do we want a platform like this? What we want is not a thin platform, not a platform based upon hot air, not a platform based upon distortion of facts, not a platform which has for its basis misrepresentation, the distortion of figures, the villification of the Executive Officers of our union, either local

or national; but a platform so secure that you feel that you are strong in your position, that you can defend yourself at any time, that you can accept bad decisions as you accept calamities of one kind or another, that you accept decisions just the same as you would accept a tornado if one swept across here now, destroying the building. These are things we must train ourselves to accept. We cannot expect that at all times everything will come our way. The vicissitudes of life ought to train us to an understanding of the fact that that is an ideal condition which we cannot hope to maintain upon this earth; that the manufacturers juggle with price lists and do many things we wish they did not do, and that our own members juggle with price lists. The manufacturers do not say to us that is a violation of contract. They do say, your fellows do not work as they ought to, but we let that go. We must accept these things and we cannot possibly put ourselves in the position of saying that the manufacturers must walk a straight line while we wobble on our lines. Not at all. We cannot expect within our life time to have an organization so perfect as to be above criticism, as to be beyond the point or up to the point where we can say there is nothing more that we can find in this organization to criticize, it is perfect; but we must have our eyes fixed all the time on that goal, a perfect organization, and work along that line and do the best we can, notwithstanding the material we have is more or less crude. That is a recognized fact. We have to build with such material as we have. We have it here today in this Convention in all degrees and shades. We are not unanimous in our opinions; we wobble here and there. Some men reason logically to a certain point; other men reason logically beyond that, and still others beyond them, but none of us can reason to an absolute finality. We go to a certain point, all of us, and then we have to halt and hesitate and grope our way to find out which is the next best move to make. In my work in connection with the organization since I have been General President, during the 11 years, I have been at times absolutely at the point where I could not say which is now the best step to take. I was in that position after the Cincinnati convention, when the manufacturers

of Brockton insisted that we should not permit the collectors coming in from outside of the factory to collect dues and causing the men to stop their work to discuss wage questions with the help. The manufacturers objected to that and the Convention asked us to decide that question. I was about at the end of my rope. I could not tell which way to move. The contract said that the collectors in the factories shall not be hindered in collecting dues. That meant that the collectors must be working in the factory, and I said that interpretation is correct, and everybody else agreed, although they hesitated and did not like to agree; but all at once in a happy moment Section 7 of the contract came to my mind, which says the General President may appoint a deputy to visit the members of the factory at any time, and that was the solution of the problem, and by giving the business agents a commission they now go into the factories and are not hindered. That is an example to show you that at times we do not know what is the next best move to make. Our organization is in that position today, and will be in that position as long as we have human beings to deal with of various turns of mind, and how can we expect in our present early state of development to accomplish such miracles as some would have us accomplish.

I rest this case entirely with you; I ask you not to be swayed by anything I have said to you. I rest my case upon the case as presented to you by the delegates of the Lasters' Union.

Delegate Watson, 192: I want to state right here and now that the General President gives you a wrong version of the meeting. There were members in the hall at that meeting who are not lasters. As far as the communications go, the Secretary can read his communications. I did not read his communications; the Secretary does that.

It is pleasing to me to be changed from an ape to a robber.

I am of the same opinion as Brother Tobin. We are perfectly willing to let the case rest between us, to let you judge it. He is not telling the truth when he tells you that the local Executive Board were all tried and true members. They are not any older than I am,

and some of them I can give cards and spades to, and then sell them trumps. There were men on the Executive Board who have betrayed us, and we have got facts to prove it. My difference with Brother Farrell is not a matter of how he votes on the General Executive Board. I have never found fault with how Brother Farrell votes on the Executive Board, because Brother Farrell has told me himself that sometimes when he did not vote on the questions.

Delegate Farrell, 118: Point of order. The delegate is not speaking to the question.

Pres. Tobin: Delegate Watson will confine himself to the question.

Delegate Watson, 192: The controversy between Brother Farrell and myself was brought about by insignificant people trying to create trouble. I want to say now that the stories that have been carried to me by persons, different members of this organization would, in the event of the President's report going through here, put him out of the organization in ten minutes. I could put some of the members sitting here today, on record of statements they have made against the General President, out of business in a second.

Delegate Gibson, 32, made general statements with reference to contract obligations, and criticised an editorial in the Journal under the heading "Unsound Trade Unionism."

Delegate Healy, 170, said that "Delegate Watson in quoting me as having made the statement at the General Executive Board meeting last December that I was with them in their contest, no matter what they did, is incorrect. What I did say was that I was in sympathy with them and would do all I could for them.

Delegate Margaret Kreger, 285: Mr. Tobin, President of this organization:—In behalf of the ladies of this Convention, I wish to present to you a little token of esteem, an umbrella, as we understand this is the anniversary of your fifty-first birthday, and may you use it with honor to yourself, and with such purity of character that your life may be a credit to the ladies of this organization.

President Tobin: I ask you to accept as true the statement that my gratitude to the

ladies is exceeded by my embarrassment, which is not little, on this occasion. Is it any wonder that I cling to the office of General President with such tenacity? Notwithstanding all the trouble, trials and tribulations in this occupation in which I am engaged, there are still some pleasant features connected with it, and the pleasant features are a great solace for the ills we have to bear, and that is coupled with the fact that in all the walks of life, from the humblest to the highest, we have our troubles.

To the ladies of the Convention, who have been kind enough to try to give me some solace for the fact that I have passed the half century mark, I am deeply grateful. I shall remember this token as being the first token of a substantial nature presented to me since I have held this official position. I have seen other labor leaders who have been remembered very kindly and very substantially by their organization, and they have often expressed wonder that I have not had tokens of this kind, and even tokens of more or less value presented to me, and some of my friends have wondered, too; but I have never wondered at all.

I have never pursued the policy of trying to court the good will of the members upon any unsound proposition, and for that reason I know I have made, not enemies, but men who are opposed to me. But that has not deterred me from the work which I have in hand, and in the natural course of events I must give way to some more active and ambitious member; but so long as I do serve in this position I will endeavor to do all that I can—not to earn tokens of this beautiful character, but to earn a record which will stand me years hence so that twenty years from now or more you can say that Tobin advised along this line. How is it possible we were not wise enough to see that that was the proper course to pursue? I am not going to set up, by making this statement, a superior intellect; not at all. I simply say that through your kindness and through the fact that you have tolerated me to oc-

cupy this position for eleven years and over, you have placed at my disposal opportunities which you have not had, and I hand you all the information which I have acquired, that it may be a guide to you as it is to me, and that is the thing that actuates me under all circumstances.

I am exceeding far beyond what I thought I could go when I started out, but my embarrassment having left me I feel that I want to show you what is in my heart; nothing but gratitude, nothing but thanks to the ladies as well as to the gentlemen of this Convention.

Resolution No. 6—(By Delegate J. R. Ronald, Union No. 260):

WHEREAS, The General Secretary Treasurer in his report states he has established

a job printing plant at the National Headquarters, 246 Summer street, Boston, Mass.; and

WHEREAS, I believe that the establishment of said plant is contrary to the true principles of trade unionism and injurious to the best interest of our organization as well as placing an unnecessary expense upon the organization; therefore be it

Resolved, That we condemn the action of the general officers and General Executive Board in establishing and installing said plant upon the eve of our National Convention. And be it further

Resolved, That the general officers and General Executive Board be and are hereby instructed to dispose of said plant immediately on the close of this Convention.

J. R. RONALD,
Delegate 260, Lynn, Mass.

Committee on Resolutions.

Adjourned until 9:00 a. m. Thursday.

FOURTH DAY—MORNING SESSION.

Convention called to order by President Tobin at 9 o'clock.

Roll Call showed absent, Joseph Short, 130.

Continuation of debate on report of General President—An Illegal Strike.

Delegate Murray, 32, stated this was a matter of considerable importance to the lasters, and believed the circumstances justified their course, and their action in violating the agreement in this instance had saved a very serious situation. Had they not done so, in his opinion, a general strike would have resulted. Did not believe the General President should have referred to this case at such great length in his report, which had brought on this long debate. He had had some experience with the State Board of Arbitration of Massachusetts, and was not at all surprised that they had rendered a poor decision in this case. The Lasters' Union of Brockton was deserving of every consideration at the hands of this Convention, as this union had been one of the staunchest supporters of the organization at the time the high dues and new system were inaugurated. Delegate Murray suggested that this unpleasant portion of the report be stricken from the records.

John F. Buckley, Chief of Bureau of Information, stated that he understood during his absence from the Convention yesterday the statement had been made that no increases in wages had been received by the Lasters in Brockton during the last three years, and read a number of decisions from the records of the State Board of Arbitration which tended to show that increases had been obtained.

Delegate Lynch, 192: What year was that, and who was Chairman of the Board?

Chief Buckley: In 1904. Chairman Howland.

Delegate Watson, 192: Are those increases you have mentioned increases on the prevailing prices paid in the city of Brockton, or are they merely increases in the factory?

Chief Buckley: In the factory.

Delegate Watson, 192: This is one of the poorest paid factories in that time in New England. It was a non-union factory, not having the Union Stamp.

Delegate Hickey, 192: I would like to read a line in this report:

"Then again, supposing a decision was awarded covering ten items and a reduction was granted on nine of them and an increase on only one; this would seem to be a loss without any question of doubt, yet the nine

items might affect only nine men, while the tenth might affect ninety, which would change the whole aspect of the mater."

Now, I think the lasters of Brockton ought to know who got reductions. On side leather, which affects 40 per cent, probably, we get 1 cent a pair reduction on side leather. I admit we have got raises on some shoes. When I say we have not got raises in three years, I say so now, taken as a whole. On the box toe we always got $\frac{1}{2}$ cent a pair. The State Board cut that in two. That affects 90 per cent of every shoe we make in the city of Brockton. Do you consider that reduction? We always got extra for a long-legged boot. They now pay only $\frac{1}{2}$ cent on a boot of ten inches. They make in Brockton $9\frac{3}{4}$ inches, and we lose on them. There are six or seven of us here who worked in the Douglas factory when that decision was given, and it was so unsatisfactory that they did not work under it for six or seven weeks, and they made a mutual agreement, and it is the only decision we got from the State Board in the Douglas factory in three years.

Chief Buckley read various decisions and cited items whereon increases had been awarded.

Delegate Cantwell, 192: I want Brother Buckley to give us the State Board Decision in the George G. Snow factory in October, 1905.

Delegate Regan, 192: In regard to the decision in the Douglas case rendered Jan. 11, 1904, that case stood with the State Board for ten or eleven months before the decision was rendered. At the time the decision was rendered I was a member of the Executive Board, and also a member of the shop's crew. Mr. Drake, Supt. of the Douglas factory, said the decision was so mixed up that he could not make head or tail of it, and he wanted us to come together and agree to a settlement, and we agreed on the old prices that were paid before, and that were probably never used. There may have been one or two pay days on it, but that was all if there was that. In some of the other cases they increased the quality of the work they required from the men, and also put in harder lasts. Those things regulate the pay of the men in the

factory, and should be taken into consideration, and when we say there has not been an increase, we still say so, and I have worked in the factory myself and know what I am talking about.

Delegate Meade requested that in order that the Convention might understand the subject matter before it, the Secretary be asked to read the majority and minority reports, which was done.

President Tobin: The majority committee having voted concurrence in the report, Delegate Hickey desires to make a minority report, which is simply in the position of a negative. There is no minority report before us. The Chair erred in entertaining the suggestion that even a minority report was before the Convention. He can record his vote, and those who believe with him can record their votes, and accomplish the same result.

Delegate Lovely, 25, stated that he desired to correct a statement made by one of the lasters' delegates on the floor at yesterday's session, that a committee of their board had appeared before the General Executive Board, and that they had failed to get very much consideration, and that they had asked the General Office to keep their hands off. So far, that part is correct, but he stated that Mr. Taylor had visited the General Office in the meantime, consequently the General Office had interfered in the matter. That is not true. Mr. Taylor did not visit the General Office in the meantime, but that committee left the General Board with a solemn promise that they would make a settlement, but that they would not in any way violate the contract. Notwithstanding that fact, before 11 o'clock the following day the strike had been declared. Now, as to the Taylor matter itself, I do not know that it is any worse than other strikes anywhere else, except as to its magnitude. I believe this Convention should take some positive position on the question of violating contracts, if we expect to preserve our organization.

Delegate Watson, 192: Do I understand the Brother to say that Mr. Taylor did not make a visit to the General Office between the time that the committee was at the office and the time the strike was declared?

Delegate Lovely, 25: Yes.

Delegate Watson, 192: What time did you say the strike was declared?

Delegate Lovely, 25: Before 11 o'clock next day.

Delegate Watson, 198: I wish to refresh your memory. It was half past two in the afternoon.

Delegate Lovely, 25: I accept the correction; the time is immaterial. I repeat that Mr. Taylor did not visit the office until after the strike took place.

Delegate Watson, 192: I call upon Brother Farrell to bear me out in the statement that he met Mr. Taylor going into the office.

Delegate Farrell, 118: That was the next afternoon, after the strike occurred.

Delegate Watson, 192: We have only Brother Farrell's word. Brother Farrell came to the Executive Board meeting that night, and told me he had met Mr. Taylor going into the General Office, and I can call upon members here to bear me out in that statement.

Delegate Farrell, 118: I do not deny that. I met Mr. Taylor, but it was after the strike occurred.

Delegate Watson, 192: I do not get upon this floor and make false statements. I have nine members here of the Executive Board to bear me out in my statement. Mr. Farrell came as a member of the Executive Board to our meeting that night and told us he met Mr. Taylor going into the General Office that afternoon, not after the strike.

I want to say, Mr. President, that the eyes of the people of this United States and Canada are watching this Convention, and if you want this organization to live, you must pass legislation which will be satisfactory to the workers. You must bear in mind that as you vote upon the lasters now, vote upon the manufacturers later in the same strain.

Nine years ago I worked in a factory where I was able to make \$18 to \$20 a week, and in the same factory today the men have to go to work at 7 o'clock in the morning, and work until noon, taking three minutes for dinner, in violation of the nine hour law, to make \$8, \$9, \$10 and \$12 a week.

I believe in a contract that gives a man a right to live. I do not believe in a contract

that takes that right away from him. We ask this Convention for legislation which will make it unnecessary for us to appeal to a corrupt Board of Arbitration. On a visit to the State House Mr. Barry of the State Board of Arbitration advised us to ask the Lasters' Union not to send any more cases before the State Board, and also advised us to appoint a committee to protest against the reappointment of the present Chairman of the Board.

Delegate Meade, 38, said he agreed that the eyes of the world are upon this Convention, to see what action it will take with reference to the preservation of contracts.

The Joint Shoe Council of Brockton was opposed to contract violation. There does not seem to be any question, in fact the Lasters do not deny that it was an illegal strike. This strike was inaugurated without the knowledge of the Council. In considering this question the Council was actuated by a desire to see that our contracts were protected and observed. We looked the incidents in the case over, and we found there certain circumstances that made the provocation almost intense. You all know from past experience dealing with changes and methods in the shoe business that it has got to be the faculty of the Machine Company to avoid any place where the organization has any degree of strength, and for what purpose? So they can establish the price of the machine, and then introduce it in those centers and then apply the ordinary test of arbitration. My local union has adopted the policy of fighting that proposition this way. We have gone before the Board of Arbitration frequently where machines have been introduced into our department, and we have contended that where the amount of labor has been neither diminished nor the amount of skill decreased, that the wages of the men certainly ought to stand the same as before, and in some instances we have been quite successful in that respect. There have been one or two instances where we did not secure the amount of wages we were entitled to, but under all circumstances our organization has kept its contracts.

Realizing the condition of affairs in that factory, 140 men whose actual means of living was completely disturbed, we realized that

they were not in a position on the day of the strike, or the day following to undertake to confirm it. After a day or two, when the excitement had subsided to some extent, the delegates to the Joint Shoe Council finally decided that a meeting was necessary, and when that meeting was held there was a resolution adopted deploring the decision rendered by the State Board, and at the same time stating that it was our determination to keep our contracts at all hazards. It now was spread all over the country, and to every manufacturer that was directly interested, particularly the manufacturers in our city. There was the situation. We found that the Machine Company had practically adopted the same tactics in the introduction of the pulling over machine that they did in other machines which I mentioned, and in fact as one directly interested, but yet at the same time interested in the way of keeping pace with the events in the organization, I had learned myself from a machine agent that that machine was in existence before it came to Brockton, and that the Company would not introduce that machine into Brockton for some time to come. I learned that from talking with one of the men going to a factory to repair a machine on one certain occasion. It demonstrates exactly what the attitude of the Machine Company was. They were not satisfied to bring the machine into the locality where there was a standard of wages which we had established. Knowing these facts the majority of our organization feel that there was intense provocation in the particular case in dispute.

I want to say that there was not a delegate in the Shoe Council, outside the Lasters' Union, who was not just as much interested in having our contracts observed as any one else in the organization.

I believe the matter should be referred to the committee on constitution, to be reported back to this Convention along with the other section of the General President's report referring to the protection of our contracts. I move that we refer the subject matter before the Convention to the Committee on Constitution, subjoin the two reports and let the question come as I have stated.

Adopted.

Delegate McMorrow, for committee on officers' reports, submitted the following recommendations on the report of the General Secretary-Treasurer:

DIVISION OF FUNDS.

The committee concurred in the above section and recommends that it be referred to the committee on Constitution.

Delegate Dullea, 205, inquired whether it would be necessary to offer an amendment to any part of the report at this time, or whether it would be permitted when the question came before the house on the report of the committee on constitution.

The Chair suggested the advisability of delaying this until the committee on constitution had reported.

The report of the committee concurred in.

I desire also to call the attention of this Convention to the fact that since the disaster in the R. B. Grover factory in Brockton, the expenditures for sick and death benefits have exceeded one-third of the receipts from general funds, with the result that we have been unable to maintain that fund at a figure of \$1.00 per beneficiary member, by setting aside one-third of the receipts to that fund, and I would recommend to this Convention that the necessary sum to establish the sick and death benefit fund at \$1.00 per beneficiary member be transferred from the strike fund.

Committee concurs in this section.

Delegate Dullea, 205, did not believe in the report of the committee; was opposed to transferring money from the strike fund. At the present time \$60,000 is set aside in the strike fund, and under the present arrangement the General Officers if they were so disposed could refuse to sanction strikes and use the funds for other purposes. The General Executive Board has seen fit to select a strike committee whose identity is kept secret excepting that the General Secretary-Treasurer is one of the members of the committee, and that all that was understood was that application for strike sanction went before the full board, and no strike can be sanctioned unless it received the unanimous vote of this committee, which arrangement makes it possible for the General Secretary-Treasurer to refuse to sanction a strike even in the event of the other two members of the committee approving the same; was opposed to the recommendation of

the General Secretary-Treasurer; believed there should be no limit to the strike fund.

Believed the greater the defense fund in the organization, the greater the defense fund of any organization, the greater success for the organization could be obtained without strikes. The organization could not expect to be successful unless the strike fund was increased.

Delegate Tateman, 68, asked the secretary the amount of money to be involved in this transfer.

Secretary Baine stated, "In the neighborhood of \$16,000."

Delegate Tateman, 68, "I am heartily in accord with the report of the committee. I believe it is absolutely necessary that this convention should provide a fund to guarantee the payment of sick and death benefits as provided in our constitution. With reference to the remarks of Delegate Dullea regarding the sanctioning of strikes, I disagree entirely for the reason that in Cincinnati ever since we have been organized, we have had many strike sanctions from the General Board, and I want to be recorded here as saying that I extend thanks at this time to the General Board in behalf of the Cincinnati unions. Every request for strike sanction has been promptly sanctioned by the General Executive Board. I fail to see where any member can get up on the floor of this convention and accuse the General Executive Board of wilfully withholding strike sanctions to protect the fund. I do not believe that it is true."

Delegate Murray, 32, stated that the unions in Cincinnati had been extremely fortunate in having all their strikes sanctioned. We, in Lynn, have had difficulty to get a strike sanctioned. We were refused a request for strike sanction some time ago when we were trying to establish a standard price on a certain shoe. The men came out without sanction from the General Union and strike benefit was paid to them from the local treasury. The matter was later referred to the State Board who awarded the standard price demanded by our union."

Secretary Baine: "In submitting this reconsideration I was actuated first, by a desire to make it unnecessary for the General Executive Board to levy an assessment upon our mem-

bers to secure the necessary balance in our sick and death benefit fund to protect our members. That was my only reason. At the Cincinnati convention we were instructed to revert back to the system of division of funds in vogue prior to the Detroit Convention, immediately upon the deficit in the General Expense Fund being wiped out, with the result that the last two months of this fiscal year, one-third of the receipts of the General Funds have been distributed to each fund, and the fact that it requires more than one-third of our receipts to pay the general expenses of the organization, we are threatened with creating another deficit in the General Expense Fund if this division of funds is maintained.

If this convention does not agree with me in my recommendation to establish the sick and death benefit fund of \$1.00 per beneficiary member by the transfer of the necessary sum from the strike fund, it will be necessary for us to levy an assessment upon the membership. I have always opposed assessments and I believe that our members would disapprove the levying of an assessment while there were nearly \$100,000 in the treasury of the organization.

There have been some remarks made in which it is alleged that no strike sanction can be secured unless it receives my official sanction. It is true that the General Executive Board has provided for a strike committee of three and requires the unanimous vote of this committee. However, it is also provided that in the event of the strike committee's decision being unsatisfactory to the union or the council, an appeal can be taken to the full Board. My recollection is that but three strike sanctions have been refused and one of these has been mentioned here, and I want to say that strike sanction was refused in this case because the firm had agreed to arbitrate and the price asked by the union was a price that had already been fixed by the State Board of Arbitration which gave us every reason to believe that the leaving of the matter to the State Board of Arbitration would result in a favorable decision. The matter was left to the State Board of Arbitration and a favorable decision was awarded. In passing upon requests for strike sanction we first consider

whether or not the grievance is just and second the possibility of a successful result, and unless there is some prospect of a successful result, while I am a member of the strike committee, strike sanctions will be refused."

Delegate Gibson, 32: "I desire to make a statement here in regard to what Brother Baine has referred to in regard to the city of Lynn. Statement in regard to the price that we got from the State Board of Arbitration as stated by Brother Baine is true, but I want to call his attention to the fact that in that controversy with that factory the question of the system was before them and it was the team system that the lasters of the city of Lynn were more opposed to than this. They had no doubt that in the event of taking that case to the State Board of Arbitration we could gain the point, but speaking generally of the lasters in that city, it was the team system, they were most opposed to, hence the decision of the State Board of Arbitration was against us."

Delegate Ford, 192, opposed the report of the committee.

Delegate Byrne, 225, favored.

Delegate Saunders, 35, opposed. Believed the strike fund should be increased rather than decreased.

Delegate Studley, 44, moved the previous question.

Adopted, 91-42.

Delegate Dullea, 205, raised point of order that the chair accept motion for the previous question while he was on the floor.

The Chair ruled that if there was no objection, Delegate Dullea would be granted the floor.

Delegate Dullea, 205, stated that the local unions and councils were not aware that there was any appeal from the strike committee's decision. "The General President, in writing unions on matters of this kind used the term 'General Executive Board.'" Believed that the sick and death fund should be maintained as much as possible as, in his opinion, it was the principal reason why we held our present membership in this organization; that he did not believe that the money should be transferred from the strike fund as this fund is just as important as the sick and death bene-

fit fund. If any transfer was to be made, it should be made from the General Expense Fund.

Report of the committee adopted.

Your attention is called to the fact that during the calendar year of 1905, the payments for sick and death benefits exceeded one-third of the receipts for general funds. The tendency will be that the sick claims will increase rather than diminish, and I believe that the provisions of our constitution covering the payment of sick and death benefits should be changed so as to insure our ability to pay all future claims.

We have a growing number of what may be termed "pensioners," in persons who are permanently unable to follow their occupation at the shoe craft, or who have some chronic ailment which enables them to draw thirteen weeks benefits each year, which they do with persistent regularity, using the benefit period as a sort of vacation.

We have others again who retain their membership in the organization, and who do not work at the craft, and their membership is for the sole purpose of drawing the full thirteen weeks sick benefit each year. The alarming feature is that the latter class of members is on the increase, which in my opinion makes necessary the establishment of a disability fund, which will require these members to accept a stated sum after having drawn the second year's full benefit, which sum is to terminate all future claims for both sick and death benefits.

Committee concurs in this section, and recommends that it be referred to the Constitution Committee.

Delegate Russell, 35, opposed the report of the Committee.

Concurred in.

Section 64. A sick benefit of five dollars per week shall be paid to any member who has been six months continuously in good standing according to the records at Headquarters, and who is, by reason of sickness or disability, unable to work; provided,

That no benefit shall be paid for the first seven days after illness or disability is reported to the local financial secretary;

That such illness or disability was not caused by intemperance, debauchery, immoral conduct, or by member's own act;

That not more than ten weeks sick benefit be paid to any one member during one year;

That members afflicted with any ailment or over sixty years of age at time of initiation or reinstatement shall be eligible to half benefits only;

That such illness shall not have resulted from military service, or while absent from the United States or Canada;

That no benefits shall be paid to members leaving the jurisdiction of the Boot and Shoe Workers' Union (United States and Canada), or to members leaving jurisdiction of their

local union, except when ordered away by a physician acceptable to the General Secretary-Treasurer;

That not more than one year or ten weeks benefits shall be paid to members who become insane or for any other reason become a state charge;

That female members shall not be entitled to benefits while pregnant, nor for five weeks after confinement;

That application for sick benefits shall be made to the local financial secretary upon blanks furnished to the local union by the General Secretary-Treasurer properly filled out with all required information and endorsements.

Committee concurs in this section, and recommends that it be referred to the Committee on Constitution.

Concurred in.

And to establish a disability benefit, I further recommend that a new section be inserted in the constitution, as follows:

DISABILITY BENEFIT.

Any member who through sickness or disability is unable to follow his or her occupation at the trade, and has drawn two years or twenty weeks benefits in all shall upon filing of the third claim, be entitled to a disability benefit of fifty dollars, which shall relieve the union from further claims for sick or death benefits.

Committee concurs in this section, and recommends that it be referred to the Committee on Constitution

Concurred in.

Contemplated changes in the policy of the organization are good in the proportion that such changes are constructive or remedial, and attempts to establish conditions, even though the ambition may contain in the abstract one of the cardinal principles of labor, should not be made without good ground for hope of a successful result.

The onward march of the American Federation of Labor is impeded by elements of society who profess to believe that the labor movement is a menace to good American citizenship, and that it curtails the liberties of the individual, also by groups of workers opposed to trade unionism for various reasons, and the judiciary has been anything but friendly to the trade union cause. The present crisis calls for all of the loyalty and sincerity, actively applied, of the members, whatever their calling, in order that the whole movement may go forward, a solid phalanx giving hope to the workers of that better day to come, and as our organization is directly affected by the fluctuations of the general movement, our members everywhere should be to the front in labor work, consistently aiding other unions, that we may deserve and receive that reciprocity necessary to our progress.

Committee concurs in this section.

Concurred in.

We have established a job printing department at headquarters, which, if successful, as we hope, will eventually lead to printing the Journal, and our efforts to make it self-sustaining will be continued; but whether it reaches that point or not, in my opinion it has been worth in the past every dollar that it has cost, in increasing the popularity of the union stamp, and its continuance is one of the necessities for the progress of our organization.

Through the medium of the Journal we have from time to time given to the members opinions and advice on matters of general interest; have called their attention to violations of the union stamp contract; and commented upon any action taken by our local unions or members calculated in our opinion to divert the organization from its policy and constitution. This we understand to be one of the functions of the Journal, and as we have in the past and do at this time urge our members everywhere to contribute articles pertinent with the affairs of the union, we will reserve the right to, when occasion requires, keep all of our members informed as to happenings which have a bearing on matters of the organization, and containing such advice as will tend to maintain our agreements and keep inviolate the policy, constitution and law enacted at this Convention.

Committee concurs in this section, and recommends that it be referred to the General Executive Board, to be reported back to the Convention before adjournment.

Delegate Laird, 35: In order that we may know something about the job printing department, I would like to ask the General Secretary-Treasurer where it appears in his expense account.

Secretary Baine: It does not appear in this expense account. The printing plant was established during the month of May, and the bills were rendered in the June account and will be published in the June official statement.

Delegate Laird, 35: I would like to ask if that is a liability that is outstanding, which is probably quite an extensive one, how much or how many outstanding liabilities are there that were incurred previous to the time this was made up that are not embodied in this report? In other words, I want to know exactly whether the \$94,000 that it is said we have, whether we have it or whether we have a lot of bills out that are going to come out of it.

Secretary Baine: The only bills that have been paid since the first of the month was

the bills for the printing establishment, which was in the neighborhood of \$2,000. With reference to whether or not we have \$94,000 in the treasury, I would say that in all probability since the first of the month we have collected in the neighborhood of \$12,000 or \$13,000, and it is safe to say that instead of having less than \$94,000 we have more.

Referred to the General Executive Board.

The opinion prevails to some extent amongst our active members that because the Journal is not self-sustaining it should be discontinued, but in this conclusion I entirely disagree, as it must be apparent that it is necessary for us to have some medium through which we can reach the public, so that our organization and its real policy may be understood, and our interests thus protected from misrepresentation by a hostile press.

It has been our aim in the Journal editorials, as well as by contributed articles, to promulgate the principles of trades unionism in that broad and general light which has brought us many notices of commendation from the labor press and other periodicals. I consider it the duty of every National Union to contribute their share of the literature necessary to the defence and dissemination of sound constructive trades unionism; and at this time, when the foes of organized labor are bending their energies to promote anti-union sentiment, in describing the righteousness of the open shop and obstructing the sales of union label goods of all kinds as far as they are able; chiefly through the instrumentality of the books published by the Employers' Associations, the Trade Union Journal is a most powerful factor as an educator, defender and constant champion of the cause of labor.

Committee concurs in this section.

Delegate Laird, 35: The matter of the Journal in my opinion is one of considerable importance, as stated by the Secretary-Treasurer in his report. Upon looking over the expense, we find that the income is a matter of \$4,008 for two years and a half, and the expense of maintaining something like \$27,000. It would appear to me that is rather a costly proposition for the results obtained. I move that the subject matter be referred to the General Executive Board to devise ways and means to solve the problem, and that the General Executive Board be instructed to report back to this Convention before adjournment.

Adopted.

The crying need of our union is the active support of its members, and this may be said of most other unions, especially those seeking the protection of labor in the competitive trades.

Committee concurs in this section.

Concurred in.

The basis of our present degree of organization is the union stamp. To the extent that the stamp becomes popular with the general labor movement, to that extent does our union make progress. We are constructing a union, and require the co-operation of every member in its up-building. More label agents should be sent out, and new ways devised to popularize the union stamp, in this way, and in this way alone, can our organization gain strength and keep it, and in this way alone can we retain what we have.

Committee concurs in this section.

Concurred in.

Our women members should interest themselves in work of the union. They are the most powerful factors in making for progress that we have, and I regret to say that the organization has had but little of their support.

I desire at this point to make a statement which I believe will be accepted as a matter of fact by every delegate at this Convention. We can never organize the factories making women's and children's shoes until the union stamp is demanded by the women folk. Do we deserve or can we reasonably hope to receive the support of the women of other unions, or of those in the homes of other trade unionists, when the majority of the women in our own organization are not only indifferent to the interests of others, but in their purchases do not insist upon the union stamp themselves.

Committee concurs in this section.

Concurred in.

LOCAL FINANCIAL OFFICERS.

Committee concurs in this recommendation, and recommends that it be referred to the Constitution Committee.

Concurred in.

More indispensable than a change in the policy or Constitution of our organization is the awakening of its members to a realization of their duty to it, more workers and fewer critics, more loyalty and less suspicion, and our union will move steadily on to the fulfillment of its mission.

I have unbounded faith in the plan of organization started at Rochester in 1899, and ratified by the Detroit and Cincinnati Conventions. The declarations made for peace.

good-will, and co-operation with manufacturers for mutual gain, the passing of the strike and the institution of arbitration for the construction of an organization upon business principles, with harmony its watchword and justice its cornerstone, has brought us a union of substance and prestige for the first time.

I feel secure in the thought that the delegates at this Convention will honestly and seriously consider the merits of proposed legislation; therefore, no changes will be made here looking backward to the days of strikes, beggary and disbandments, but that the result will be another most emphatic endorsement of the sane and equitable methods which have given opportunity for this grand gathering today, of the representative body of a union second to none.

Committee concurs in this section.

Delegate Holmes, 192: I move that the report of the Committee be laid on the table. My reason for so doing is that if we concur in the report as rendered by the Committee, it means endorsement by this Convention of the present policy of the organization. There are a great many resolutions being introduced which would materially change that policy, and if we concur in the policy now, it would be somewhat inconsistent later to pass resolutions or amendments to the Constitution which would change the policy. For that reason I will move to defer action upon the subject matter reported by the Committee.

Adopted.

Delegate Lovely: I wish at this time to be relieved from any further duty upon the press committee. I think the Convention will agree that with the amount of matter going to the Committee on Constitution, I will have little time to devote to reporters.

President Tobin: Delegate Lovely will be excused from serving on the press committee.

President Tobin appointed Delegates Murphy of Lynn and Lydon of Elmira.

Resolution No. 7—(By Delegate Frederick E. Studley, Local No. 44):

WHEREAS, The continuance of harmonious relations between the parties to our Union Stamp Contract, depends upon prompt action along the lines of arbitration, in all matters wherein all reasonable methods to effect a mutual settlement have been exhausted, and,

WHEREAS, Both parties to the contract or their duly authorized agents, have been accused of causing unnecessary delay in the matter of affixing their signatures to applications for arbitration; therefore, be it

Resolved, That the General Executive Board be, and hereby is instructed by this Convention, to request of all manufacturers holding our Stamp Contract, not later than July 15th, 1906, that the following clause be incorporated and become a part of their contract:

In the event of either party to our Union Stamp Contract, or their duly authorized agents, giving written notice to the General President of their desire to refer to arbitration any matter in dispute, relative to wages, conditions of employment, interpretation of contract, or any other difference of opinion, he shall insist that the application for same be signed within seven days from his receipt of said notice.

Failure of either party to comply with this clause shall constitute a direct violation of the contract.

Referred to Committee on Constitution.

Resolution No. 8—(By Delegate W. M. Steele, Local No. 256):

Add another section to the Constitution, under the head of Joint Councils.

Any Joint Council or Local Union, who shall negotiate or grant, to any manufacturer of shoes, who may be desirous of moving into their jurisdiction, a lower wage scale than the manufacturer is paying, shall have their Charter revoked and membership cancelled in the Boot and Shoe Workers' Union, unless such negotiations are entered into after one year from the date of removal.

Referred to Committee on Constitution.

Resolution No. 9—(By Delegate P. J. Byrne, Union No. 225):

Resolutions on discharge of officers and members of our Union working in open shops.

WHEREAS, Manufacturers of boots and shoes in many localities have discriminated against many of the officers of our Unions; therefore, be it

Resolved, That the General Executive Board be instructed to take such steps as will reinstate and protect all shoe workers in their employment who are members of our Unions in all factories operating as open shops.

Referred to Committee on Constitution.

Resolution No. 10—(By Delegate Cosgrove, Union No. 126):

WHEREAS, We have investigated the sale of union made shoes, and find that the sale has decreased instead of increasing as it should, especially in the women's line, we beg leave to submit the following resolution:

Resolved, That we, the delegates of the Boot and Shoe Workers, in convention assembled, create the office of General Label Advertiser, who shall purchase at his own ex-

pense, a complete outfit of a magic lantern and at least four illustrated songs, and the general office shall furnish him with such views of our stamp that they may see fit.

It will be the duty of the General Label Advertiser to go wherever the general office may send him, and show his views and distribute such advertising as the general officer may direct.

He shall also engage at his expense an assistant who shall be a good signer.

He shall be allowed to solicit advertisements from other unions who have a label and set his own price on such advertisement and shall retain all money received from said advertisement to pay the salary and expenses of his assistant. He shall receive from the general office, the same salary and expenses as a General Organizer. He shall at all times be under the direction of the general office, and shall make weekly reports.

His term of office will be two years.

Referred to Committee on Resolutions.

Resolution No. 11—(By Delegate J. P. Meade, Union No. 38):

It is agreed that where a change of system or method is made the manufacturer agrees

to notify the Union and the two parties shall endeavor to agree mutually upon a price to be paid. Should the employer and the Union fail to agree the matter shall be submitted to arbitration and the decision rendered shall date from the time of change in system or method.

The above is intended to become a part of the contract.

Referred to Committee on Constitution.

Resolution No. 12—(By Delegate J. P. Meade, Union No. 38):

APPRENTICES.

Any member of the Boot and Shoe Workers Union wishing to learn a particular part of the trade outside the jurisdiction of his own local union shall make application to his local to intercede in his behalf with the local union having jurisdiction over the part of the trade to be acquired and should failure to agree follow the request should be considered by the Joint Shoe Council whose decision shall be final.

The above is intended to be made part of the Constitution.

Referred to Committee on Constitution.

Adjourned, until two o'clock P. M.

AFTERNOON SESSION.

Convention called to order by General President Tobin, at 2:15 P. M.

Absent at roll call:

Lappin, 260.

Vaughn, 363.

Delegate Watson, 192: "I rise to a point of personal privilege."

Delegate Minihan, 45: "It seems to me Delegate Watson and a few of the other delegates have been occupying considerable of our time. I am here to do business and about all I have heard from Delegate Watson is personal abuse of our officers, and I hope this thing will be stopped so that we will get down to do the business which should properly come before the Convention."

Delegate C. A. Kelley, 35, moved that Delegate Watson be given the privilege of the floor.

Delegate Watson stated that he desired to be quoted in full in the records and read that part of the records covering statement of the General President wherein it charged him with leaving out parts of the letters read by me at the previous session. I desire to be quoted in full, the same as the opposing side.

Secretary Baine: "The report does not say that Delegate Watson omitted to read parts of the letters, but the General President is credited with making that claim."

Delegate Watson, 192: "I was charged with reading parts of the letters in Brockton, but read the letters in full here."

Secretary Baine: "In putting up the proceedings of this meeting, of course I have to use to some extent, my own judgment, and I have tried as far as I could, to treat what you term 'both sides' fairly. In putting up the proceedings of yesterday I have omitted considerable of what was said on the floor on both sides, and I have not treated it in full, and certainly would not attempt it unless I received specific instructions to do so from this Convention. If this Convention decides that every delegate that takes the floor must be quoted in full, of course, I will have to try to do so, but should the Convention so decide, I think some of the delegates on this floor would have cause to regret such action on the part of the Convention. I do not believe that it would be good judgment for us to publish in our proceedings all that has

been said here. I do not think it would be to the credit of our organization, and I have omitted all the small talk and published the proceedings in accordance with the usual practice."

Delegate Watson, 192: "The brother has certainly boiled my address down to 8 lines. He has given the address of the General President almost two pages. He has got in there that I have read letters that have been read by other members here. We have not got two copies of any one letter. I came here to this Convention to get what justly belongs to me, and intend to get it if it is possible. I do not intend to come here and work my head off and go out and have a paper like that circulated through the country when I come here and read letters in full, and every delegate knows I read them in full. The General President said I strangled them and murdered the letters here, and I certainly tried to murder them."

Secretary Baine: "Fifteen lines cover the statement made by the General President covering the matter before the Convention."

Delegate Dullea, 205, desired to correct the proceedings of yesterday wherein he was recorded as opposed to the motion of Delegate Ronald, requiring that delegates wear their badges of the Convention, and desired that the reasons given by him for opposing the motion be published in full.

Delegate Regan, 192, objected to the records coverings the lasters' argument, and expressed the opinion that the Convention should order their complete argument printed in the proceedings.

Delegate Lynch, 192, stated in this part of the report relating to the President's argument, he said, "we emphasized certain parts of the letters, leaving other parts, unfavorable to the case unread." In proof of his statement, two letters were read in full which would intimate that the two letters referred to were not read in full here yesterday. Inasmuch as the letters were read in full, it was due Brother Watson that the records be corrected by striking out the words "in proof of his statement two letters were read in full."

Delegate Kenney, 111: "I think the president makes a mis-statement when he claims that part of the letters were not read. If my

memory serves me right, I heard it sitting here, and emphasized by him at the time."

Delegate Holmes, 192: "When Delegate Watson got through yesterday, and the General President took the floor, one of the first things he did was to congratulate Delegate Watson on the fact that he had read the letters in full."

President Tobin: "Delegate Watson read several letters and I referred to two which were read incorrectly."

Delegate Holmes, 192: "I distinctly remember Brother Watson did read those letters and particularly said that the president charged that they were not read on another occasion, and it is only fair to assume that Brother Watson would not have laid himself open to such a charge on this occasion."

Delegate Regan, 192, moved that arguments be inserted in the proceedings as delivered by the delegates of Lasters' Union.

Adopted.

Delegate Dullea moved that the same course be pursued in regard to Delegate Dullea on the argument with reference to the badges.

Adopted.

Delegate Lowell, 69, moved that with the exception of the matter discussed yesterday afternoon, the secretary report to the Convention in the usual way.

Adopted.

Delegate Meade, 38, for the Committee on Resolutions, submitted the following:

Resolution No. 5. By Delegate A. J. Whaley, Union No. 15:

WHEREAS, The vast number of shoe workers yet unorganized make it impossible for our organization to bring about anything like desired conditions for the operatives on women's shoes, because of the recognized fact that something like thoroughness of organization must precede the results desired; and,

WHEREAS, Organization along the union stamp lines is measured by the money which we expend in the direction of creating stamp demand; and

WHEREAS, Our resources are inadequate to sufficient degree of effort, there is urgent need of additional funds to hasten our organization on to a point of efficient operation in the women's trade; therefore, be it

Resolved, That a national assessment of one dollar a year for three years be levied upon each member of the Boot and Shoe Workers' Union. The first assessment to be payable the first Saturday in September of

this year, and the second and third assessments to be payable the first Saturday in September of 1907 and 1908, respectively; and be it further

Resolved, That all moneys thus collected be applied to the general expense fund for the purpose of effecting more rapid organization of the operatives on women's shoes.

The committee does not concur, but deems it advisable to refer the matter to the General Executive Board, with the sentiment that it be given early consideration by the General Executive Board.

Delegate Whaley supported the resolution and stated that he believed active steps should be taken to organize the shoe workers employed in the making of women's shoes, that he was convinced that no effective or permanent organization could be secured except along union stamp lines, and that it is essential that more union stamp label agitation be made, the funds for which could only be secured through an assessment.

Delegate Russell expressed sympathy for the workers in Rochester and other districts making women's shoes, but did not believe that an increase in membership could be obtained under the present policy.

Delegate Martindale, 15: "That the great need among the workers on women's shoes is for organization is self-apparent, and the great need among that class of workers has always been organization. We have tried several kinds of organization in the past, and we have not succeeded to any large degree in those past organizations. That may have been true of Brockton, that they needed organization before the policy of the Boot and Shoe Workers' Union went into the City of Brockton, and in spite of its forced membership there the Boot and Shoe Workers national organization has given Brockton conditions which never were attained before in the history of Brockton. Rochester and Cincinnati look with a great deal of desire upon those conditions, and want some of those conditions to come to both of those cities, and we ask that something be done by the national organization, if you please, to put in the union stamp and its agreement into the factories in the cities of Rochester and Cincinnati, and get the workers in those cities to join our organization, that they

may get a small part of the prosperity which is so abundant in the City of Brockton.

Notwithstanding the protests which have been uttered here during this Convention, I want to tell you that we would like and would stand the Czarship if we could see in our envelopes on Saturday night more than \$10 or \$12 a week, and we ask you in this Convention to say in decided terms that this organization shall be kept right and shall be kept in the straight and narrow path until such time as we have forced the manufacturers of the cities of Rochester, Cincinnati and St. Louis, because the demand that we shall create, to take on that stamp, and thereby force the boot and shoe operatives into our organization, and force them to accept better conditions, and I tell you it is only going to be done by and through keeping this organization where it is. If it is referred to the General Executive Board, I still remain on that Board, and I am going to see whether something cannot be worked so that the workers who are today manufacturing women's shoes can get a little more of the conditions which are forthcoming to them if they will only get into organization.

Delegate Lowell, 69, stated that the whole organization extends sympathy to the women shoe centers, and express the opinion that the present stamp policy be left where it is, and that organizers be sent into the districts commissioned to pledge the support of our organization with all its resources, for the purpose of bettering the conditions of the workers in these unorganized districts. Under these methods organization could be secured.

Committee's report concurred in.

Resolution No. 6—(By Delegate J. R. Ronald, Union No. 260):

WHEREAS, The General Secretary-Treasurer in his report states he has established a job printing plant at the National Headquarters, 246 Summer street, Boston, Mass.; and

WHEREAS, I believe that the establishment of said plant is contrary to the true principles of trade unionism and injurious to the best interest of our organization as well as placing an unnecessary expense upon the organization; therefore be it

Resolved, That we condemn the action of the general officers and General Executive Board in establishing and installing said plant upon the eve of our National Convention. And be it further

Resolved, That the general officers and General Executive Board be and are hereby in-

structed to dispose of said plant immediately on the close of this Convention.

The committee reports non-concurrence.

Delegate Ronald stated he desired to make a minority report. I am opposed to the establishment of that printing plant. One reason is because I do not believe that this general organization has printing enough to keep its plant running to make it pay. Another reason is that the American Federation of Labor has tried it, the Granite Cutters have tried it, and other organizations have tried it, and all have proved failures, and I do not want this organization to start anything that will prove a failure.

Secretary Baine: As far as I am personally concerned, I am not interested very much in whether the plant is maintained or not. The delegates here to-day who were at the Cincinnati Convention will remember that I asked the Convention at that time to consider the advisability of establishing a printing plant to print our supplies, and if necessary our Journal, and the Committee reported to the Convention without any recommendation, and the whole matter was referred to the General Executive Board. Under our duplicate system, the fact that we are required to supply all printed matter to the local unions, makes our expenditures for printing quite large, and the General Board in arriving at the decision to establish the plant, believe it advisable to have the profits derived from our printing placed in the funds of the organization. The Board at its last session decided to establish the plant, but owing to the fact that we were obliged to move, there was some delay. That the plant was established prior to the Convention was due to the fact that a large amount of printed matter will be necessary immediately after the close of this Convention. If this Convention is of the opinion that the establishing of a plant to print our supplies is not in line with good trades unionism, it can be disposed of with little loss to the union.

Delegate Dullea, 205: Opposed the majority report of the Committee. Did not believe that a labor organization should take up an occupation entirely foreign to that which it has a thorough and confident knowledge of. Thought we had our hands full sufficiently at this time in attending to the work of organizing the shoe workers of this country. It seemed to him it

would be good judgment on the part of the shoemakers, the organized shoemakers at least, of this country, to allow those who understand the other parts of the business of this country to attend to that, and for us to attend to our own business. Doubted very much if the proposition could be made a profitable one. It behooves us to attend to organizing the shoe-workers of this country, and not be experimenting the side issues which might not be profitable, believed the method which has been adopted and pursued, not only by this organization, but practically all labor organizations throughout the country, to have their printing done in union printing companies, who run printing as a regular business, would be the best policy to pursue, and thought we could save thousands and thousands of dollars by continuing that policy.

Delegate Meade, of the Committee, stated that the Committee in arriving at its conclusion took into consideration the fact that the Cincinnati Convention did not think it necessary to declare the proposition unsound, but thought it worthy of some consideration, and referred it to the General Executive Board. We find that the General Executive Board has established the printing plant, and we are asked to set aside what has been done by them simply because the prediction is made that its establishment will be a failure financially. It seemed to the Committee that the possible benefit that might accrue to the organization from the adoption of the plant was merely getting the profit, not from the worker, but from the employer, and they thought it best to do that.

Delegate Murray, 32, was opposed to the report of the Committee.

Delegate Murphy, 289, favored report of the Committee. Stated the printer who had done most of our printing for the last seven years had been able to make quite a success in business, and he could see no reason why we could not do the same. The thing most necessary is organizing, and could see no good reason why we should not endeavor to secure the profits derived from printing for this purpose.

Delegate Casey, 44, could see no inconsistency in establishing a printing plant, as it would not take any money from the workers, but from the capitalists. In addition we might be in a position to render assistance to the

printing trades by establishing shorter hours and better conditions.

Delegate Campbell, 25, favored the report of the Committee.

Delegate Matthews, 160, favored the report of the Committee. Most failures in printing establishments due to lack of capital. Our organization has ample funds to insure it against any danger of failure for that reason.

Delegate Dullea, 205, spoke again in opposition to the Committee's report.

Delegate Emery, 30, favored the report of the Committee.

Delegate Godfrey, 351, favored the report of the Committee.

Report of the Committee adopted.

Delegate Tateman, of the Committee on Constitution, submits the following report, on recommendations of the report of the General President:

I here repeat the recommendation which I made to the Cincinnati Convention, namely, that if this form of election is to be continued, I strongly recommend that the elections be held throughout our entire jurisdiction upon a certain date fixed by the Constitution, and that the voting take place in all local unions on that date, and between certain hours, if for no other reason than to prevent the practice of publishing the names of candidates and the number of votes received in certain local union for the purpose of influencing votes in other local unions whose elections occur at a later date.

Committee recommends to amend Section 14, page 9, of the Constitution, to read as follows:

Balloting in Local Unions for officers of the General Union, shall take place on the second Thursday in September, between the hours of 12 m. and 10 p.m., and shall not be permitted in factories where members are employed. The ballots to be in charge of the local inspectors of elections and not to be given to the members until the polls shall have been declared open.

Adopted.

It is useless for our organization to expect progress in the face of such discouraging and entirely unwarranted procedure. I, therefore, recommend with all the emphasis at my command, that before this Convention adjourns, our Constitution be so amended that a penalty be automatically provided of at least \$10.00 for each individual who leaves his or her employment in any union stamp factory in violation of the arbitration contracts, because of any grievance, or in an attempt to redress any grievance, either upon the member's own motion or under instructions from any authority to which such member hold allegiance, and that no subterfuge or excuse of any kind be sufficient to justify the stoppage of work which

will cause a blockade in any department of any union stamp factory. This shall not deprive individuals of their right to leave their employment in the regular way for the purpose of bettering their conditions as individuals. I further recommend that in the event of any person violating the contract, a fine of \$1.00 per day shall be automatically levied against each member for each day after the first day that he remains absent from his employment in violation of the arbitration contract, and in violation of the Constitution, which may be amended as herein recommended.

I am convinced that the only practical way to sustain our contracts is to provide in this Convention for a penalty fixing a fine to operate automatically and at once when a strike occurs in violation of our contracts. We believe that legislation of this kind will save us large sums of money, and maintain for us a high standard for business integrity, because our contracts will not be violated, as our friends as well as our enemies will appreciate our ability to defeat any attempts made to destroy the validity of our agreements.

Unless this Convention can see its way to amend our Constitution in order to provide for this contract insurance in no uncertain way. I can see nothing in the way of further substantial progress for our union; and certainly we can never achieve that degree of organization and standing in the shoe trade which will make for the security of employment, higher wages and shorter hours.

That contracts must be protected, so that when violated by our members quitting work in such numbers or under such circumstances as will cause an interruption in the factory, regardless of what technical or other excuse they may offer, such members shall be automatically fined for this offence.

Committee recommends the following amendment:

A fine of ten dollars (\$10.00) shall be automatically levied against each individual who leaves his or her employment in any union stamp factory in violation of the arbitration contracts, because of any grievance, or in an attempt to redress any grievance, either upon the member's own motion or under instructions from any authority to which such member hold allegiance, and that no subterfuge or excuse of any kind be sufficient to justify the stoppage of work which will cause a blockade in any department of any union stamp factory. This shall not deprive individuals of their right to leave their employment in the regular way for the purpose of bettering their conditions as individuals.

Adopted with three dissenting votes.

Therefore, in order to safeguard the union stamp and to protect the officers of the union against false accusations, I recommend that the sum of five hundred dollars in cash be paid to any person or persons who will furnish evidence sufficient to prove the fraudulent issue or use of the union stamp contrary to the laws and rules

laid down by the Boot and Shoe Workers' Union. And I further recommend that any person who, either by direct statement or by innuendo, gives out the impression that any officer of the union has issued or permits the union stamp to be used contrary to the provisions of our Constitution, be immediately suspended from membership in the union; and such persons shall not be again reinstated unless they can prove their assertions to be true, or until such time as they have conformed to such penalty as may be fixed by the General Executive Board, the end to be obtained being that evil minded persons disposed to slander may choose between telling the truth, remaining silent or proving their insinuations or accusations.

Committee recommends the following:

The sum of five hundred dollars in cash shall be paid to any person or persons who will furnish evidence sufficient to prove the fraudulent issue or use of the union stamp contrary to the laws and rules laid down by the Boot and Shoe Workers' Union.

Any person or persons who either by direct statement or innuendo gives out the impression that any officer of the union has issued or permits the union stamp to be used contrary to the provisions of our Constitution, charges shall be preferred against such person or persons, and failure to produce such evidence within two weeks after charges are filed against them shall be suspended from membership in the union; and such persons shall not be again reinstated unless they can prove their assertions to be true, or until such time as they have conformed to such penalty as may be fixed by the General Executive Board, the end to be obtained being that evil minded persons disposed to slander may choose between telling the truth, remaining silent or proving their insinuations or accusations.

Adopted.

The committee reported on that part of the President's report relative to assailing a member's union record by innuendos, statements or charges, which was amended by Delegate Regan, and later on motion of Delegate Regan the subject matter was re-committed to the committee.

Resolution No. 4. By Delegate Joseph W. Kelley, Union No. 35:

To amend Section 105 by inserting the words (or one vote) so as to read:

The basis of representation in convention shall be one delegate for each union and one additional delegate, or one vote for each two hundred members or majority fraction thereof.

Committee reports unfavorably.

Delegate Kelley: My reason for intro-

ducing this resolution is for the interests of the members of the organization. Previous to any election the different active members of the organization use the argument that we should send our full delegation. In my organization in the past we have donated money to strikes and to people who are in need of assistance. I believe that three or four members of our organization could come to this Convention and do the work just as well as nine of us, and they would have the nine votes. For instance, if my organization wished to send three delegates, they would have the privilege of casting nine votes. This is nothing new. It is something that takes place in the American Federation of Labor. When the Boot and Shoe Workers' Union wishes to send one delegate, that delegate is entitled to cast the entire vote. I believe this is something that the members who have the interests of the organization at heart should vote for.

Delegate Tateman, 68: I want to say that Brother Kelley in opening his remarks on his resolution stated it was his intention that his local union, being entitled to nine votes, could send three delegates and have nine votes. If I understand his resolution correctly it would be possible for his local union to send one delegate and he would be entitled to nine votes. Now, I want to say that to my mind I believe this is a bad proposition, and I want to relate an experience I had at the Convention of the Kentucky State Federation of Labor last January. The miners were largely represented in that Convention by one delegate from the mining district. The Convention was a proxy Convention and there were 147 votes on the roll. Of the 147 votes 60 votes were controlled by this one delegate from the miners, and he controlled that Convention, with the result that it disbanded in two days in the wildest disorder of any Convention I ever attended.

Committee's report concurred in.

APPEALS AND GRIEVANCES.

Delegate Bury reported that the committee on appeals and grievances met last

evening and have two appeals to report on this afternoon. The first one is from local No. 44, Stitchers' Union, an appeal from the decision of the General Executive Board December 11, 1905, relative to sick claim of Sister Ina Hallett.

The committee recommends that the appeal be sustained. We had considerable discussion of the case and the report was brought in that one of the organizers went to the beach and found the member bathing in salt water, and the claim was turned down. Later on it was reported by letter from the physician who had charge of the case that he had ordered her to take a salt water bath every day for her health, and for this reason the committee recommends that the appeal be sustained.

Secretary Baine stated that the claim had been disallowed owing to the fact that the member had filed claim specifying the illness to be malaria and heart failure, and on investigation from headquarters member was found bathing in the surf. Hence a decision to disallow was made.

Delegate Studley, 44: The local union was so impressed with the validity of this claim that through the recommendation of the local board they have paid the claim in full after a thorough investigation. I might say our local has no feeling whatever against our General Secretary, and we feel that he acted fairly in the matter as he saw it.

Delegate Hallinan, 111: Explained that the committee's conclusion was based upon the doctor's certificate, which they deemed more substantial than the opinion of a mere layman.

Committee's report concurred in.

M. J. LUCIE.

In the appeal of M. J. Lucie against the decision of the General Executive Board, wherein he was denied an additional week's benefit, the committee recommends that the appeal be not sustained.

Delegates Ronald, 260; Dullea, 205; Gibson, 32; Chatterton, 32; Murray, 32, opposed the report of the committee. Committee's report not sustained. Appeal sustained.

Delegate McGaughey of the committee appointed to make arrangements for having a Convention photograph taken reported that he had made arrangements with a photographer to be at the Convention Friday noon to take the picture and take chances on selling them at \$1.00 each.

Delegate Laird moved that the picture be taken at twelve o'clock Friday.

Adopted.

Delegate Howes, 20: If it is in order I move that we proceed to select a city for our next Convention.

President Tobin: The custom has been in the past to select the place for the next Convention at the closing hours of the Convention. There is no rule, however, to this effect and the chair will entertain a motion upon the subject.

Delegate Regan, 192: Moved that we take up the matter at once.

Adopted.

Delegate Matthews, 160, placed in nomination New York, N. Y.

Delegate Robinson, 32, placed in nomination Lynn, Mass.

Delegate Murray, 32, seconded the nomination of Lynn, Mass.

Delegate Dullea, 205, seconded the nomination of Lynn, Mass.

Delegate O'Dell, 232, placed in nomination city of Toronto, Canada.

Delegate Lowell, 69, seconded the nomination for Lynn, Mass.

Delegate McMorrow, 141, seconded the nomination for Toronto, Canada.

Delegate Howes, 20, moved to suspend rules to finish the business before the Convention.

Adopted.

Delegate Gibson, 32, seconded nomination for Lynn, Mass.

Delegate Matthews, 160, withdrew the city of New York, N. Y.

Delegate Regan, 192, asked for a roll call vote on the election, which was taken with the following result:

Toronto—Baxter, La Fleur, Bly, Langland, Woodbury, Garfield, Vaughn (6), Martin, Martindale, Schaeffer, Whaley, Boyle, Lovely, Campbell, Harrington,

Keating, O'Connell, Stack, Lyons, Butler, Duffy, Studley, Upton, J. O'Brien, Minihan, Nolan, Gallagher, Conant, Higgins, Hannan, Hughes, McManamy, Bury, Tateman, Kearns, Dahlquist, Wood, Smith, Nitsche, Anderson, Chevigny, T. O'Brien, Cosgrove, Elphinstone, Kuehn, McMorrow, Meyers, Wartusch, Mathews, Gillen, Flahive, Schmidt, Kaspar, Miller (222), Turner, Schaffield, Gimblett, O'Dell, Crump, Stewart, Epps, Lesperance, O'Reilly, Paulin, Bilodeau, Corcoran, Poland, Engler, James, Schwartz, Clough, Edmonds, Lee, Marazane, Ware, Rohrdantz, Lydon, Ostrander, Kreger, Stanton, Ryan, Moran (341), French, Gunville, McIsaac, Weitler, Brown, Rooney, Naves, Hebert, McEvoy, Cushman, Kreuser, Marshman, Pratt, Howatt, Miller (419), Barbeau, Martel, G. B. Robinson, Hopkins—101.

Lynn—Howes, Luippold, Perry, Dunham, Raymond, Staples, McGuinness, Sicard, Perkins, Dwyer, Emery, Townsend, McAvoy, Chatterton, Murray, Robinson (32), Gibson, Batchelder, Hasty, Ford (35), J. W. Kelley, Saunders, Laird, C. A. Kelley, Russell, Moriarty, Costello, Sullivan, McDonald, Chubbuck, Meade, Casey, Hatch, O'Boy, C. O'Brien, Monks, Geary, McCabe, Moran (44), Talbot, Sweeney (44), Shroughrow, J. F. Kane, Leary, Sweeney (69), Lowell, T. F. Kane, Barry, Carver, Abbott, Buckley, Chandler, McQuaide, Hallinan, Bump, Kenney, Farrell, Monaghan, Byrne (118), Mottau, McGaughney, J. F. Kelley, Madden, Mulryan, Flynn, Healy, Hickey, Lynch, Holmes, Watson, Regan, Toomey, Cantwell, Collins, Ford (192), Dullea, Lovett, McCarthy (205), Byrne (225), Steele, Bowe, Frazier, Clark, Ronald, Ryan, Dumas, Murphy, Leighton, Horn, Cole, Mackins, Connolly, Connors, Tyler, Condon.—95.

Holbrook—Ahern, McCarthy (365), N. O'Brien.—3.

Resolution No. 13—(By Delegate Joseph J. Chatterton, Union No. 32) :

SECTION 14.

Amend so as to read:—Balloting in Local Unions for officers of the General Union, shall take place on the second Thursday in September, between the hours of 12 M. and 10 P.

M., and shall not be permitted in factories where members are employed. The ballots to be in charge of the local inspectors of elections and not to be given to the members until the polls shall have been declared open.

For members of General Executive Board, the members of Local Unions shall vote for candidates only of the district to which their Local Union is attached.

Referred to Committee on Constitution.

Resolution No. 14—(By Delegate Joseph J. Chatterton, Union No. 32) :

Amend Section 15:

After the word "cast" in the first line on tenth page insert:—All blank and other ballots, the voting list, etc.

Referred to Committee on Constitution.

Resolution No. 15—(By Delegate Joseph J. Chatterton, Union No. 32) :

Section 17:

Insert after due books:—Or certificate from Local Financial Secretary or registry card to the Local Inspector, etc.

Referred to Committee on Constitution.

Resolution No. 16—(By Delegate Joseph J. Chatterton, Union No. 32) :

Amend Section 20:

Insert after the first paragraph:—The General Inspectors of elections shall meet at the general headquarters at 10 o'clock A. M., on the first Monday after election day, etc.

Any candidate may demand and receive a recount upon the petition of one Joint Council or five Local Unions, provided such petition is presented within thirty days after announcement of the General Inspectors of Elections.

Candidates for General President, Vice-President, Secretary-Treasurer and General Executive Board may have one representative present during the counting of the ballots.

Strike out all of the last paragraph of Section No. 20.

Referred to Committee on Constitution.

Resolution No. 17—(By Delegate Joseph J. Chatterton, Union No. 32) :

Section 24:

Changed to read:—Rules governing the use of the "Union Stamp" shall be made at a regular or special convention of the General Union, and said rules shall not be changed, amended or suspended by any General or Local Officers, Boards or Councils. All "union stamp" contracts shall be uniform and must be adopted at a regular or special convention and subject to change only by a convention of the General Union.

No manufacturer shall be granted the use of the "union stamp" unless the contract shall apply to the entire product under his control.

No stamp contract shall be issued for a term to exceed two years and shall not be

issued or reissued without being approved by the District Council in which the factories are located.

Referred to Committee on Constitution.

Resolution No. 18—(By Delegate Joseph J. Chatterton, Union No. 32) :

Strike out Sec. 28 entirely and insert:—A General Finance Committee of three members shall be elected annually, in the same manner and at the same time as the General Officers.

Candidates for the General Finance Committee shall be members in good standing of Local Unions within a radius of fifty miles of the General Office.

They shall meet at the General Office on the first week-day of each month and examine all bills submitted to them by the General Secretary-Treasurer, and if they shall approve of them shall order the same paid.

They shall keep an itemized account of all bills submitted to them, and a correct record of their action thereon, and the same shall be published in the monthly financial report to the local unions.

The General Secretary-Treasurer shall submit all bills to the General Finance Committee, and shall not pay the same unless approved by them, excepting employees' salaries, which may be paid weekly, and receipts for the same must be submitted to the General Finance Committee.

Referred to Committee on Constitution.

Resolution No. 19—(By Delegate Joseph J. Chatterton, Union No. 32) :

Amend Section 37:

Strike out the word shop as it refers to collectors and insert after adjust wages and conditions of employment:—subject to instruction, direction, and approval of the local union.

Referred to Committee on Constitution.

Resolution No. 20—(By Delegate Joseph J. Chatterton, Union No. 32) :

Amend Sec. 56:

Strike out the word shop wherever it appears.

Referred to Committee on Constitution.

Resolution No. 21—(By Delegate Joseph J. Chatterton, Union No. 32) :

Amend second paragraph Sec. 63 to read:—One-third shall be placed in the sick and death fund. One-third shall be placed in the strike fund. One-third shall be placed in the general expense fund. Said funds not to be used for any purpose other than that for which they have been created.

Referred to Committee on Constitution.

Resolution No. 22—(By Delegate Joseph J. Chatterton, Union No. 32) :

Strike out Sec. 72 of the Constitution and insert:

Recognizing the out-soles, insoles, heels, vamps, facings and all subdivisions of leather employed in the production' of a shoe to be a part of the same, said parts in the production of Union Stamp shoes must be prepared by Union labor under union conditions.

Referred to Committee on Constitution.

Resolution No. 23—(By Delegate Joseph J. Chatterton, Union No. 32) :

Amend Sec. 105 to read:—A convention shall be called for the second Monday in June, providing a majority of all Local Unions that voted in the preceding January, voted in favor of holding the same, and special conventions may be called at any time on official vote and request of a majority of all local unions voting.

All delegates to conventions must be members of the B. & S. W. U. in good standing, and must be members in continuous good standing of the local union which they are elected to represent, for a period of at least one year, and must attend a majority of meetings for that length of time, previous to such election. This is not to apply to members on transfers who have been working continuously at the trade, or to local unions that have not been organized for that length of time.

Referred to Committee on Constitution.

Resolution No. 24—(By Delegate Joseph J. Chatterton, Union No. 32) :

Sections 101-2-3.—Charges, Trials, Appeals and Expulsion:

There shall be elected by each local union at its regular elections one Trial Judge, whose duty it shall be to investigate all charges which may be preferred against any officer or member of said local union, and if in his judgment a trial is warranted he shall notify all parties affected and furnish them with a written copy of the charge or charges as made, and the trial shall be provided for and held as follows: A jury panel of 24 members shall be selected by lot, the defendant and complainant shall have the right to peremptory challenge 6 each, and of the remaining 12 there shall be 6 selected by lot who shall constitute the jury.

The President or any member of the local selected by the members of the local at that meeting, shall act as judge.

The trials shall be conducted in accordance with the rules governing trials in a criminal court, but the parties thereto can only be represented by counsel who is a member in good standing of a trade union.

All charges shall be made to the Trial Judge of the Union of which the accused is a member.

The local union shall fix the time and place of trial, and the complainant and defendant shall be empowered to subpoena witnesses.

All trials shall be open to members of B. & S. W. U. in good standing. The verdict, when pronounced, shall be made a matter of record, and must be complied with, pending

an appeal to the next highest authority. All verdicts must be consistent with the laws of the state and the constitutional rights of a citizen.

The local union shall determine the costs, and liquidate the expense of all trials.

Referred to Committee on Constitution.

Resolution No. 25—(By Delegate Joseph J. Chatterton, Union No. 32) :

Amend Sec. 106 so that a referendum vote shall be submitted upon the request of five or more locals or one or more jurist councils, and a majority of all votes cast instead of two-thirds shall carry an amendment.

Referred to Committee on Constitution.

Resolution No. 26—(By Delegate Joseph J. Chatterton, Union No. 32) :

Amend Sec. 10 to read:—Each Local Union shall nominate by secret ballot on the second Thursday in July, and all Local Unions shall hold a regular or special meeting on that date to make nominations for General Officers.

The above section shall not debar members from voting for members of their choice, either in writing or otherwise, and each official ballot shall contain enough blank spaces to permit members to exercise this privilege.

The remainder of Sec. 10 to remain as it applies.

Referred to Committee on Constitution.

Resolution No. 27—(By Delegate Joseph J. Chatterton, Union No. 32) :

To Amend Sec. 5 of the Constitution :

The General President shall be the chief executive officer of this union; he shall enforce all laws, decide all constitutional questions (subject to an appeal to the General Executive Board), countersign all orders, be ex-officio member of all committees and boards, local or general; revoke charters of refractory or inactive locals when instructed to do so by the General Executive Board; be custodian and manager of the union stamp, report in detail to the General Executive Board, make annual report at end of fiscal year (May 31) and shall perform such other duties as this constitution may prescribe. He shall be paid \$2,000.00 per annum and all legitimate expenses.

Referred to Committee on Constitution.

Resolution No. 28—(By Delegate Joseph J. Chatterton, Union No. 32) :

Amend Sec. 7 by striking out the word "authorized" in the 4th line and inserting so as to read: pay all bills that shall be approved by the General Finance Committee.

Referred to Committee on Constitution.

Resolution No. 29—(By Delegate Joseph J. Chatterton, Union No. 32) :

Amend Sec. 13 so as to read:—Candidates' names shall appear on the ballot in alphabetical order.

Referred to Committee on Constitution.

Resolution No. 30—(By Delegate Joseph J. Chatterton, Union No. 32) :

Amend Sec. 12 to read:—At 12 M. precisely on the first week day in August the General Secretary-Treasurer shall close nominations, and any nominations received after that time shall not be considered.

The three candidates, for each position, who receive nominations of the greatest number of Local Unions, shall be the nominees eligible for election.

The General Secretary-Treasurer shall, within fifteen days after the close of nominations, furnish a list of nominees to each Local Union, reporting eligibles from ineligibles.

Referred to Committee on Constitution.

Resolution No. 31—(By Delegate William Watson, Union No. 192) :

Resolved, That in the issue and reissue of stamp contracts it shall specify in said contracts, that all differences that may arise that cannot be mutually settled shall be referred to a board of arbitration that may be mutually agreed upon by the parties, Local Unions and Joint Councils that are affected.

Referred to Committee on Constitution.

Resolution No. 32—(By Delegate John R. Horn, Union No. 340) :

Inasmuch as a position as delegate to the A. F. of L. is considered an educational one, and it being desirable that we educate all our members, I offer an amendment that no member be eligible to two successive terms as delegate to the American Federation of Labor.

Referred to Committee on Constitution.

Resolution No. 33—(By Delegate Henry J. Regan, Union No. 192) :

Resolved, That all delegates to conventions shall be paid from the general fund transportation expenses by the shortest route and hotel expenses at the rate of \$2.00 per day.

Referred to Committee on Constitution.

Resolution No. 34—(By Delegate W. F. Russell, Union No. 35) :

To amend the Constitution so as to provide that all employes in Union Stamp factories shall be members of their respective unions.

That members of the B. & S. W. U. shall not be compelled to work on any product that is declared unfair by the A. F. of L.

Referred to Committee on Constitution.

Resolution No. 35—(By Delegate Charles Laird, Union No. 35) :

Resolved, That all Union Stamp Contracts shall contain a clause that there shall be no

reduction of wages during the existence of the contract, unless by the mutual agreement of the manufacturers and Local Union or Unions affected, and that no question shall be submitted for arbitration excepting the original one under dispute.

Referred to Committee on Constitution.

Resolution No. 36—(By Delegate Charles T. Laird, Union No. 35):

Protest against the manner in which the Contract was amended and reissued to the W. L. Douglas Shoe Co.

Referred to Committee on Appeals and Grievances.

Resolution No. 37—(By Delegate Frank Moriarity, Union No. 37):

At a regular meeting of Finishers' Union No. 37, held on May 12th, it was voted to recommend the following resolution to this convention:

Resolved, That all of the finishing done in factories operating under the jurisdiction of the Band Shoe Workers' Union be done under a piece system.

Referred to Committee on Constitution.

Resolution No. 38—(By Delegate Joseph W. Kelley, Union No. 35):

Resolved, That the General Secretary-Treasurer be instructed to prove statements that appeared in the September 7, 1905, edition of the Brockton press.

Referred to Committee on Resolutions.

Adjourned, until 9 o'clock Friday morning.

FIFTH DAY—MORNING SESSION.

Convention called to order by President Tobin at 9 o'clock.

Absent at roll call:

Dehling, 197; Short, 130, and Schwartz, 282.

Delegate Hallinan, 111: In a paper of last evening there appeared an article which tended to discredit this Convention as well as our organization, and I believe this Convention should endeavor to find out who it was that gave out news in defiance of our instructions. I desire at this time to offer the following resolution:

WHEREAS, The newspaper reports covering this Convention are most untrue and that some person or persons in violation of our instructions that press news would be given out only through a press committee; therefore be it

Resolved, That we reconsider the vote whereby this Convention was closed to the public and the doors be thrown open and the public invited to attend in such numbers as will not seriously interfere with the comfort and convenience of the delegates.

Delegate Laird, 35: I move the resolution be adopted without reference to any committee.

Adopted.

Delegate Tateman of the Committee on Constitution submitted the following:

Resolution No. 9—(By Delegate P. J. Byrne, Union No. 225):

Resolutions on discharge of officers and members of our Union working in open shops.

WHEREAS, Manufacturers of boots and shoes in many localities have discriminated against many of the officers of our Union; therefore, be it

Resolved, That the General Executive Board be instructed to take such steps as will reinstate and protect all shoe workers in their employment who are members of our Unions in all factories operating as open shops.

The committee recommends that this resolution be referred to the General Executive Board.

Delegate Byrne stated he had introduced this resolution believing that it was necessary to take such steps as will tend to protect our members working in factories not using the union stamp. Under the present degree of organization outside of the shoe centers, it is difficult to secure members who will take an active part in the affairs of the union because of their fear of discrimination. Believed it was up to the Convention to provide the necessary protection.

Delegate Laird, 35: Opposed the reference of this resolution to the General Executive Board, believing the constitution should be amended to provide for this protection, in both open and union shops. Cited instances where members had been discriminated in the union shops of Brockton. Believed it should be made a constitutional requirement and be inserted in all future contracts issued or re-issued.

Delegate Regan, 192: Legislation of this kind should be made to protect all the members, and a provision to this effect should be inserted in the stamp contract. Had been a victim of discrimination himself. Had been laid off in spite of the fact that at Cincinnati a resolution had been adopted providing that in dull seasons work in union factories should be equally divided. No one could say that he had ever done anything to deserve discharge. It has happened that men who have reported grievances to the union have lost their positions. The union will not stand unless some legislation is passed to protect members when this is done.

Delegate Lowell, 69, opposed the report of the committee as he was opposed to special legislation. All the members should be protected wherever they worked. There had been discrimination in his city and with the sanction of the General Board the manufacturers had been notified that the men must be replaced or a strike would occur. Believed Brockton and other places should have the same protection.

Delegate Gibson, 32, stated there never was a time in the history of the union when protection of this kind was more necessary. Masters' Associations today are getting so strong that unless some protection is given the members the organization will be weakened. Cited one instance where a strike took place and the men's places had been filled through the efforts of the Manufacturers' Association within a short time. Knew of a case where two men had worked in one factory for six years, and had become active in the union, and received their discharge.

Delegate Turner, 222, believed that such protection was desirable, but could not see how it was going to be done. The supporters of this legislation should point out ways and means to put it into effect. There were some places in his city where it would be impossible to get the shop's crew outside of the lasting department to quit work, to secure reinstatement of a member. Was opposed to any legislation which was impossible to put into effect.

Delegate Minihan, 45, believed there were many cases of discrimination, but amending the constitution as suggested would not cure

the evil. What was possible in Whitman would be utterly impossible in some other town. It was the calibre of the union men in Whitman that made it possible for them to secure reinstatement. If the same class of union men prevailed in Auburn, they, too, could successfully secure the reinstatement of members discriminated against without any amendment to the constitution.

Delegate Russell, 35: I believe we have convened here in this Convention to do some business, and I most emphatically oppose the reference to the General Executive Board of business that comes to this Convention. I believe this question of victimization is very essential to the members of this organization, and as much, if not more, to the members in the stamp factories. I know personally that I cannot get a job in Brockton, unless it may be for four or five weeks when they cannot get anybody else. In order to get steady work at one time in Brockton I dropped out of the executive board, said not a word, and I had eight months' work. Then a vacancy occurred on the executive board and three or four of them persuaded me to go on. I went on; two weeks afterward I went on the street.

Now, I tell you we have got no protection in the stamp factories, and we have got to have it.

I do not want to shut anybody off, but I am going to drop into the habit of Brother Meade,—while I have called him down on several occasions for it,—and I move you as an amendment that the words "open shop," be stricken from that resolution.

President Tobin: The motion is that the words, "open shop," be stricken from the resolution.

Delegate Nolan, 48: This question, I believe has been debated and threshed out in every labor organization, and I have yet failed to find any organization pass any legislation that covered. The members must bear in mind that this is a broad question. This victimization is not only practiced by the manufacturers, but by our own members, because I can assure you in two or three thoroughly organized towns or cities in which I have worked, the worst dose of victimization I ever got I received from the members working on my right and left. I have also received it from the

manufacturers, but that does not count, in my mind. They are supposed to do that to protect themselves, as Brother Regan says, against members who create trouble in their factories.

I worked in Brockton at one time in a shop, and I was one of the oldest hands in it. Business got slack and the first thing we heard was that there were too many lasters. Some of us had families and some did not. The next thing we heard was that three or four were going to be laid off tomorrow. Tomorrow came and I was the first man to be laid off; not because I made any noise,—I never opened my head, and it was the only shop I ever worked in where I didn't, and the only reason I didn't say anything there was because I was far away from home and was not very well fixed financially.

In the city of North Abington I worked in a factory. Business slacked off there and on account of my workmanship or my noise, I was laid off. I am free to confess that I made some noise in that factory before and after I was laid off. I expressed my opinions quite forcibly to the superintendent, and I have never been able to get a job in that factory since, and I want you all to understand that it never bothered me a particle, because I do not have to work for any particular manufacturer who sees fit not to have me in his factory, and whether he wants to victimize me for making noise, or not being a capable workman, or not a safe man to have in the factory, it is all alike a case of victimization. And as I said in the beginning, for the last 23 or 24 years of my experience in trade unionism, I have yet to find anybody or any body of men of any organization who can bring legislation that is able to cover this proposition and cover it as the members expect it is going to be covered. A man can be reinstated, but it does not amount to anything; after he gets back he cannot stay there unless he has a hide on him thicker than a jackass.

Delegate Martindale, 15: In regard to victimization, there ought to be some legislation enacted, but the question in my mind to be solved is a weighty one, and I do not believe it will ever be solved to the entire satisfaction of the members of this organization, because it is going to be hard to determine

just what discrimination is. Many cases come under my observation where my mind has been made up, and I have recognized the fact that the member has been victimized. In our open shops, some of our members who do some of the active work of the organization in the factory are put on the outside of that factory because of their activity, but it is hard to prove even that.

On the other hand, there are a lot of people who, when they get outside the factory, make all kinds of noise, and declare that they would have held their jobs had it not been for the work which they did for the organization, and you would have to get a powerful magnifying glass in order to find out what they ever did for the organization in any shop, or ever since they commenced making shoes, but just to the extent of the noise that can be made, just to that extent do they make their cases proven.

If we can find some common ground upon which we can stand, where we can protect the individual who is victimized, and also protect the organization against being victimized, I would be glad to find just that solution.

Delegate Watson, 192: I am heartily in favor of the motion as amended by Brother Russell and seconded by myself.

There is discrimination in every factory in the United States, and there is not any Convention in the world that can ever stop it, because where a man is opposed to conditions being operated in the factory, and he complains, they will send him out tomorrow. You can reinstate him next day, providing you do it in a legitimate manner. Three weeks from that time that man can be discharged for poor work.

I want to read you from a little book I have here, that in 1903, January 27th, the superintendent of Brown Shoe Co. addressed a letter to H. K——, stating he could not employ him if he belonged to a labor union. This is a pretty tough proposition.

Delegate Watson then referred to a number of instances where he had sacrificed his employment because of his activity in union affairs. In some cases he had been discharged, and in others conditions had been made so unbearable that he had left of his own accord.

Did not want to pose as a martyr, and did not want the Convention to pass any legislation that was impossible to put into effect, but thought the resolution as amended by Brother Russell, if adopted by this Convention would be a great gift to the members.

Delegate Lovely, 25: I believe we all agree that there always will be discrimination, and that it is very desirable on the part of everybody to do away with as much of that discrimination as possible. It is also true that there is probably as much discrimination against our members by our members as there is by the manufacturers. I had the pleasure of landing in a certain town not very long ago, where I found three lasters carrying cards in their pockets as members of this union, and I also found five jobs for lasters in union factories in that town, but those three lasters were not allowed to go to work; not by the boss, but by our members, who set up the claim that if they put too many lasters on the season would run out two or three weeks earlier. If it were possible to legislate against this discrimination to have an amendment to the constitution which would apply to all cases, I for one would have no objection to it, but I think you will agree with me that it is an utter impossibility to pass any law to cover the discrimination question in all cases. As to the reference to men leaving union factories, and immediately dropping the union, and being ashamed to own that they are members, etc., do you wonder at that? I do not. So long as a portion of our membership put in their entire time in villifying and discrediting all the officers all the way along the line and the union itself, you can depend upon it that condition of affairs will exist. That is the reason and the sole reason why there are so many on the outside that ridicule this union, because those who put their entire time in doing that lend them encouragement, and lead them to believe there is truth in it.

Delegate Dullea, 205: I am not in favor of the report of the committee that this matter shall be referred to the General Executive Board. I do not believe the delegates elected to a Convention should try to dodge the issues and place the responsibilities upon the members of the General Executive Board by re-

ferring matters to them for their consideration and action. I believe this matter can be covered by a constitutional amendment. It is true the manufacturers may find loopholes through which they may escape, but we can make it so warm for them on one case that they will be loath to tackle the second one. While some of our members may suffer, less of our members will suffer in the future, or in the hereafter, than have in the past. We will reduce it to a minimum. At the present time it has reached a very large maximum, and that is the desire of the delegates to this Convention to avoid. We want to reduce the chances of our members, when they serve on committee or executive boards, to give them confidence that in case the manufacturers attempt to victimize them, that a fight will be made. Action of this kind will reduce victimization to a minimum, and I say it is well worth the time and attention of this Convention to enact such a clause as an amendment of the constitution of this organization. I move as an amendment to the amendment that this matter be referred back to the Constitution Committee, with instructions to bring in an amendment to the constitution covering this point.

President Tobin: There is already a motion before the house to refer to the General Executive Board. The motion is not in order.

Vice President Lovely in the chair.

President Tobin: In endeavoring to look after the interests of our members in accordance with the policy of our organization, we have met with many cases of alleged discrimination, and I challenge any one in this Convention to say in any case where there was a good case, a reasonable case, a case in which there was any evidence upon which we could stand, that we have failed to give that member protection, regardless of whether he worked in a union stamp factory or an open shop.

In one of the cases referred to here, where a member was discharged at the Douglas factory, the case came to my attention, and upon investigation I found that instead of being discriminated against by the firm, there was discrimination by the member against a member of our union holding a card in our union, in which he called his member a vile name,

and had a wordy war with him, and that was responsible for his discharge.

Now, bear this in mind. When a case of discrimination comes to our attention we have to look at this point. What is the issue; what is likely to be the outcome; can we justify the expenditure of large funds for the purpose of making a fight on a small issue, and I submit when it is a question of the discharge of two or three persons, we could not come before this Convention and justify the expenditure of \$10,000, \$15,000 or \$20,000 on an issue of that kind. The same critics we have here today would be here ready to knife us and to assassinate us in every way possible if we extravagantly expended the funds of the organization on any such small issue. So we have many things to take into consideration before taking up a fight of this kind. It is not always that you can find a shop's crew that is ready to make a fight for any issue.

We have between 14,000 and 15,000 members in the city of Brockton. It has been said here there are hundreds of cases of discrimination there. That may be true, but comparatively few of them have ever reached my ears, and I challenge any Brockton man to show a single case in which we have not taken up the cudgel in their behalf when anything has occurred. Of course, we do not go at those things with a sledge hammer in all cases. We follow the lines which we think are best calculated to produce results.

The adoption of this resolution is entirely unnecessary, unless you can come here and show some specific case in which the General Executive Board or General Officers have not rallied to the support of our members in any and all circumstances where there has been discrimination against our members, or against our unions. We are ready to fight, just as ready as anybody, but we must have the necessary discretion in order to come to you face to face and say that we have safeguarded your interests, and that we have safeguarded your funds, and we have protected our members to the very best of our ability. It is not my intention, and I would not dream of making the statement that there are not many cases of discrimination, but I do say we can never make a contract which will enable us to hold

every man and woman in their employment in a union stamp factory as long as they wish to remain there, that membership in our union and employment in union stamp factories is not an insurance against loss of employment, and never can be successfully maintained on that basis.

With reference to the open shop, we have got to govern ourselves according to the circumstances. In some unions and in some sections members are ready to fight to protect their members, and they do protect them. In other cases they do not protect them.

We have not a perfect organization, and probably never will, but let us work along practical lines. Let us do the best we can, and make the best we can of our organization, and if we meet with failure occasionally, accept that in the philosophical way characteristic of those people who are inclined to look upon life as something more than a dismal failure. Let us do the best we can, and leave such questions as this without being ironclad with instructions and making it a constitutional provision which will compel us to order men and women out on strike in the face of their determination that they will not go on strike. Do not put us in that ridiculous position. Put us in a position where we can determine the degree of loyalty to the organization, and to the particular grievance, and then shape our course in accordance therewith.

President Tobin cited a number of instances where reinstatements had been secured, which were corroborated by delegates in the Convention.

Delegate Saunders, 35, opposed referring this matter to the General Executive Board. Believed it should be referred to the Committee on Constitution to draft an amendment which would oblige the General Executive Board to insist upon the reinstatement of members discriminated against.

Delegate Whaley, 15: It is impossible to make any law which would cover all cases. The delegate states that he wants it inserted in the constitution to insure its being enforced. Of course, I naturally apply the result to the community I come from, and I was just wondering what would happen if I was discriminated against in the factory I work in.

I happen to be the only man holding a card in that room. The lasters in the shop are organized, and if it was made mandatory on the General Organization to call out those lasters if I was discriminated against, I do not think it would work to the general good, and I do not think the lasters would come out. I would not give them an opportunity to do that, if it was optional with me, and you will readily see that it would not be policy to pull out those lasters because their places would be filled in 24 hours. This condition is to be regretted, nevertheless it exists.

Delegate Lynch, 192, stated he had been laid off in the factory in which he had been employed four years and on inquiring for the reason was informed by the foreman that his work was satisfactory, but there was too much agitation going on in the factory. He later reported it to his executive board, not for the purpose of securing reinstatement, but from a desire to find out the real reason for this discharge. The superintendent of the factory made the statement that it was for poor work. That part of the shop's crew that worked in the wing with him testified that he had not at any time discussed union affairs in the factory. It had gone into the press that he was discharged on account of his agitation; we know that an agitator is very much disliked, although he believed the agitator is the educator. Had seen the superintendent. The foreman was called in. He made the same statement in the presence of the superintendent that he told me I was discharged because I was an agitator. It was referred to the joint council, and from there to the General Executive Board. In the meantime had a conversation with the General President in reference to the matter of discrimination, and would frankly admit that he did not think this or any other Convention could pass legislation that would be satisfactory along the lines of discrimination. Realized that the policy of our organization gives the manufacturer the right to discharge. Nothing can be obtained by referring matters of this kind to the General Board under that policy. There was a flagrant violation of trade unionism in his case. Believe if provision was placed in the constitution to cover discrimination, there

would be no necessity for strikes to secure reinstatement.

Delegate Chatterton, 32, agreed that there were many cases of discrimination practiced by our members. Knew of an instance occurred recently where two men were discharged and the shop's crew refused to support them. Believed this Convention should take necessary steps to prevent discrimination.

Motion to recommit adopted.

Delegate Tateman:

Resolution Nos. 7, 11, 37, and 31, he believed belonged properly with the Committee on Resolutions. Recommended that they be referred to that committee.

Adopted.

Resolution No. 32—(By Delegate John R. Horn, Union No. 340):

Inasmuch as a position as delegate to the A. F. of L., is considered an educational one, and it being desired that we educate all our members, I offer an amendment that no member be eligible to two successive terms as delegate to the American Federation of Labor.

Committee reports unfavorably.

Concurred in.

Resolution No. 8—(By Delegate W. M. Steele, Local No. 256):

Add another section to the Constitution, under the head of Joint Councils.

Any Joint Council or Local Union, who shall negotiate or grant, to any manufacturer of shoes, who may be desirous of moving into their jurisdiction, a lower wage scale than the manufacturer is paying, shall have their charter revoked and membership cancelled in the Boot and Shoe Workers' Union, unless such negotiations are entered into after one year from the date of removal.

The committee offers the following substitute:

"Should any shoe manufacturer move his factory from one locality to another for the purpose of securing a lower scale of wages, it be the sense of this Convention that the General Executive Board shall not issue or reissue to them the union stamp for use in said factory for at least a period of one year after removal."

Delegate Steele, 256: It is not necessary for me to explain to the Brockton delegates the reason for introducing this proposed amendment to the constitution. If this committee sees fit to offer a substitute, I should request and make a motion to amend that the Executive Board be instructed not to issue or

reissue the union stamp. In explanation for the benefit of those delegates who do not understand our position, would say that it has been the practice in Brockton of at least two manufacturers to move out of Brockton and go to some other town and get a lower wage scale and still retain the use of the union stamp. Is it good unionism to allow one union to make a lower wage scale than a sister union has established? I do not think it is necessary for me to discuss the question any longer, as you all see the wisdom of it. I make an amendment to the report of the committee that the General Executive Board be instructed not to issue or reissue the stamp to such manufacturers.

Adopted.

Delegate Ford, 192, moved to strike out the word "factory," in this amendment, and insert the word "business."

Adopted.

Delegate Dullea, 205, moved to amend by inserting the words "or any part thereof," after the word "business."

Adopted.

Substitute resolution as amended:

"Should any shoe manufacturer move his business or any part thereof from one locality to another for the purpose of securing a lower scale of wages, the General Executive Board is instructed not to issue or reissue the union stamp for use in such factory for at least a period of one year after removal."

Delegate James, 281: I am impressed with the fact that if a manufacturer did go to another city, we would be very much better off if we were able to organize in that factory. If it becomes disorganized, we certainly are not in a position to better things in that factory, and I think it would be more to the interest of the organization to retain organization in that factory. It would take considerable argument to convince me that we would be better off to take the stamp away, even though it was for the purpose of getting a lower wage scale. It may be claimed that the object of the resolution is that manufacturers would not be likely to move provided the stamp was taken away from them. I doubt if that would be the case. I believe if they came to the conclusion that it was impossible for him to manufacture shoes in a certain city because of the wage scale, that

the mere necessity for the stamp would not keep him from moving to some other city, so I believe the resolution should not pass. I believe we should attempt to retain the organization in the factory, no matter where it goes, and I believe under our arbitration contract we would be in better position to bring the prices up to where they were in the city from which he moved, if we had the organization there than if it was disorganized. I cannot see where any advantage would be gained whatever by passing a resolution of this kind.

Delegate Hallinan, 111: I am heartily in sympathy with the resolution. It is customary for towns within 10 or 15 miles of Brockton to throw out inducements for the Brockton manufacturers to go there. "We will give you a factory, free taxes, labor cheaper than you can get it in Brockton, and we will offer all the inducements we can if you will come to us." We maintain a good wage scale in Brockton, and after years of hard service we have accomplished much, and a town a few miles away will come and propose to a manufacturer to come to us and we will give you what you want. I am not afraid to say that the labor cost has been a great deal less in the places they went to, and owing to that fact they were capable of going into the market cheaper than the competitors in the city where they had been doing business.

Adopted.

Resolution No. 10—(By Delegate Cosgrove, Union No. 126):

WHEREAS, We have investigated the sale of union made shoes, and find that the sale has decreased instead of increasing as it should, especially in the women's line, we beg leave to submit the following resolution:

Resolved, That we, the delegates of the Boot and Shoe Workers, in Convention assembled, create the office of General Label Advertiser, who shall purchase at his own expense, a complete outfit of a magic lantern and at least four illustrated songs, and the general office shall furnish him with such views of our stamp that they may see fit.

It will be the duty of the General Label Advertiser to go wherever the general Office may send him and show his views and distribute such advertising as the general officer may direct.

He shall also engage at his own expense an assistant who shall be a good singer.

He shall be allowed to solicit advertisements from other unions who have a label and set his own price on such advertisement and shall

retain all money received from said advertisement to pay the salary and expenses of his assistant. He shall receive from the general office the same salary and expenses as a General Organizer. He shall at all times be under the direction of the general office, and shall make weekly reports.

His term of office will be two years.

Committee recommends that it be referred to the General Executive Board.

Adopted.

Resolution No. 33—(By Delegate Henry J. Regan, Union No. 192):

Resolved, That all delegates to conventions shall be paid from the general fund transportation expenses by the shortest route and hotel expenses at the rate of \$2.00 per day.

Committee reports unfavorable.

Delegate Regan, 192: At the Cincinnati Convention I introduced a resolution asking for 3 cents a mile. I believe if we are going to hold a Convention that every union should be represented at that Convention, and I also believe that the General Union, getting two-thirds of the money collected from the mem-

bers, should pay at least a majority part of the expenses of the delegates.

Secretary Baine: I desire to call the attention of the Convention that the passing of a resolution of this kind will involve an expense in the neighborhood of \$40,000, if taken from the general funds for every Convention held, and it is reasonable to suppose under arrangements of this kind that Conventions would be more frequent in the future than in the past. While it is desirable to have every union in our organization represented at our Conventions, the provisions of this resolution would undoubtedly make necessary the levy of an assessment upon our members to cover the expense.

Delegate Murphy, 289: Opposed.

Delegate Dullea, 205: Favored. Stated that the general organization receiving two-thirds of the receipts, there was no good reason why they could not stand this extra expense.

Adjourned to 2 P. M.

AFTERNOON SESSION.

Convention called to order at 2:12 P. M.

Absent at roll call:

Dehling, 197; Schwartz, 282; Horne, 340.

Continuation of debate on resolution No. 33.

Delegate McMorro, 141: I feel quite sure that any mode of procedure that would give every local union we have representation at our Conventions is a very good one. The small unions as well as the large ones should be entitled to representation at our Conventions. As the General Secretary-Treasurer has stated, the amount sufficient to take care of that would be so great that it might seriously impede our progress in other directions, by leaving not sufficient money to promulgate the organization's interests. I believe that it will be well to have this question referred back to the committee for further consideration, to the end that some plan might be devised for the payment of delegates' expenses to the Convention without making serious inroads on the organization's funds. I, therefore, move that the subject matter be referred back for further consideration.

Adopted, 87 to 39.

Delegate Tatem, of Committee on Constitution, submitted the following:

Resolution No. 1—(By Delegate J. J. Chaterton, No. 32):

SECTION 8.

Amend first paragraph so it will read as follows: The General Executive Board shall consist of the General President, General Vice-President, General Secretary-Treasurer and one member from each district and one additional member from each district for every 10,000 members in good standing, as hereinafter provided for.

Amend third paragraph so as to read: Should a vacancy occur in any district, the General Secretary-Treasurer shall, within seven days, call a special election in such district, subject to the laws governing the regular district elections, to fill such vacancy.

Add a new chapter as follows: At each regular special convention, the territory over which we claim jurisdiction shall be divided into districts. At each annual election members in each district shall elect one member to represent said district on the General Executive Board, and one additional member for each 10,000 members in said district. Members so elected, together with the General President, General Vice-President and General Secretary-

Treasurer, shall constitute the General Executive Board.

The district directors of the General Executive Board shall be employed by the General Union at a salary of \$21.00 per week and actual expenses, and shall have charge of the district which he represents, as organizer and label advertiser, and he shall handle such grievances as shall be properly referred to him, and perform such other duties as this Constitution may direct.

The committee recommends to non-concur in this resolution.

Delegate Robinson, 32: I wish to say right here that it is not for the purpose, as has been stated, of the disorganization of the Boot and Shoe Workers' Union, but it is for this purpose: what we believe to be a more perfect form of organization and the bringing of the management of the affairs of the Boot and Shoe Workers' Union closer to the membership.

I am a firm believer in the Boot and Shoe Workers' Union with its arbitration contracts and its stamp agreements, and will never do anything, if I know it, that will tend to disrupt, or in any way detract from the efficiency of this organization, as I am one of the representatives of the largest volunteer organization in the Boot and Shoe Workers' Union, representing as our organization does a large membership, which the Boot and Shoe Workers' Union stamp has never added one to, as only about 11 per cent of our members are in factories that use the Union stamp. I offer this as proof of our interest and sincerity in the Boot and Shoe Workers' Union.

At the Cincinnati Convention I was one of those who believed that the halt of this organization was but momentary, and that when we again went away the organization would go on and reap progress, that many of the inequalities that existed in this organization would be wiped out, and that we, in the better paid centers would have the protection we wanted and the protection which we could only obtain by a more thorough organization, and after carefully examining the report which has been handed out to us, I can see practically no progress that this organization has made in the two and a half years since the Cincinnati

convention. I can see practically no addition to the total membership of this organization notwithstanding the fact that there is a large amount of funds in the various departments of our treasury because of our high dues system.

I believe most thoroughly in this organization, but we, in the better paid centers, we who believe in the arbitration agreement, we who believe that that arbitration agreement should be kept inviolate at all times, see that we are placed at a disadvantage because, as I said before, of the inactivity on the part of those who should be organizing the underpaid towns, those towns which come against us in the strongest kind of competition, and as part of my argument, I offer your argument in your report as National President under the head of "competition," where you caution, where you say to us that the high paid centers are in active competition with the low paid towns.

In putting in price lists for the various organizations which I represent, I come against this competition daily and there is hardly a time that we present a price list but we are quoted with manufacturers making similar grades of shoes in near-by centers, as well as in adjacent states who are having their shoes manufactured under less cost, and I find by the resolution presented here by our delegate from Rochester that they, too, are suffering under the same underpaid competition that we are suffering under.

These organizations where the entire membership are working in factories under the arbitration agreement, their very life and their very existence is in danger when we submit a case to arbitration. The only way we can protect ourselves and those in the stamp factories is, that they have an organization back of them that will fight for them. The only way we can be protected is by thorough organization of the shoe makers of this country, and it does not seem as if, under the present method of organizing that we are obtaining any assistance, with the possible exception of Brother Byrne, who has done

such noble work in the city of Auburn, Maine, in attempting to organize those people.

To illustrate this case I will cite one instance. I had occasion about four months ago to present a price list in the lasting department of a factory making cheap shoes, that is, ladies' shoes that job for \$1 to \$1.20 a pair. At that time when the shop's crew were before the board (and it was not a stamp factory, by the way), they asked for a much larger increase of wages than the board asked the firm to pay. The board, after looking the matter over and seeing what competition this man was against, advised strongly that we ask for a small increase in wages. Therefore we asked for an advance of what would average about $\frac{1}{4}$ cent a pair on the output. I met the gentleman for the first time in fifteen years that he had ever discussed the situation in his factory with a representative of organized labor. After considerable discussion he opened up and showed me his books, his figures and the selling price of his shoes. I saw that the man was against a hard proposition, but we did not see fit to give way. We knew the men in the factory needed the advance which we had asked, and were entitled to receive much more.

As that did not convince us that he was right and that we should desist, he showed me a letter from a jobbing house, for which the firm had been manufacturing shoes for fifteen years, telling him they could not place their usual order with the firm. He then said that he was so discouraged over losing such an order as that, amounting to 1,860 pairs of shoes, that he went to see the jobber. The jobber admitted that the shoes were satisfactory, the styles were right, the workmanship was good, but he said: "I am placing this order with another firm because they can produce the shoes more cheaply than you can." The regular stock argument was presented.

Delegate Laird moved that an extension of time be granted.

Adopted.

Delegate Robinson, 32: The manufacturer did not succeed in getting the order and it went to a town within five miles of the city of Lynn. Upon a threat to strike the factory unless he acceded to our demands he accepted them. I took occasion to satisfy myself more thoroughly and sent a man to that factory to go to work, and find out what the actual prices and conditions in that factory were, and when I tell you that in the lasting room alone the difference in the actual labor cost between the two factories was $1\frac{1}{2}$ cents a pair, you can see what fearful competition the manufacturers making shoes in the city of Lynn have with the towns surrounding us. Time and again have we complained because of the unorganized condition of the shoe workers, particularly in what is known as the North Shore district, extending north of Boston to the New Hampshire line. Time and again have we felt that that competition was gradually sapping the life blood out of the city of Lynn on the cheap grades of shoes.

We believe in other surrounding towns that same competition exists. In the city of Chelsea there are factories now making 27,000 pairs of cheap grade shoes a day. In the city of Lowell, some twenty to thirty miles away, there are six large factories making a low grade of shoes, and a union man is unknown in those factories, as far as I know. Another factory is being completed in that city at the present time. But passing down to the other side of the city of Lynn:

We find six unorganized factories there. Across the river, seven or eight miles from Lynn, there are seven unorganized factories in that city, and you can readily see what chance we have of raising the low price shoes to a position where the men can make a decent living. On the high grade shoes the conditions in our city are fairly good. On the welt shoes, where we stand in a class by ourselves, with but little competition, although we have some competition from Cincinnati on that grade, we have established a uniform and standard price in the city of Lynn in every factory but two making women's welt shoes on the

Ideal machine, but on low grade shoes we find it is absolutely impossible to raise the labor cost in these factories. When I tell you that there are manufacturers in Lynn making a million pairs of shoes in a year, and proved to me by their books that their net profit was less than \$4,000 in 1903, you can readily see what even $\frac{1}{4}$ cent difference may make to a manufacturer making that grade.

I know three large manufacturers in Lynn who, were they not in a position to take the discount on every bill of goods they asked for a much larger increase of shown in the last two years' business. To protect ourselves we see that organization is absolutely necessary among the surrounding towns. In arbitration cases in which I have acted as an expert for the men, I have visited nearly every factory in the state making the kind of shoes made in Lynn, getting the prices from all over the country through the Lynn Manufacturers' Association, on that and other grades. I find that we are receiving more for our labor on these grades than almost any other center. In individual factories it may be different. Our men being men who are in this organization because of their belief in a national organization with high dues are still fighting for this organization and will still continue to fight for it as long as there is a possibility for its existence, but I tell you, that the time is not far distant when the shoe makers of this country must awaken to a realization of the fact that something must be done to organize these low price towns.

Trade, Mr. President, as you have often repeated, is like water, always seeking a lower level, and we cannot expect to maintain in any center much of a higher price than what the prevailing prices are throughout the country. The demands for our Union Stamp having to a great measure fallen off, more particularly in organized towns (and I tell this from conversation with manufacturers and salesmen traveling throughout the entire length and breadth of the country), we cannot hope, we cannot expect to go on and build this organization

on those lines. I believe that the time of building this organization entirely upon stamp lines is past. It was beautifully conceived; it has done wonders for the organization, and I for one have applauded the men that conceived this method of organizing the shoe makers into an association, even though they had to drive them in with a club. Our national officers started out on correct lines. They started out by a large amount of persistent advertising in the shoe trade journals of this country, and created an artificial demand so that the manufacturers took the stamp, but when the goods were left piled upon the shelves they found there was not the demand for those stamp shoes that they had been led to expect and the shoes were left with them because the organized workers in the country were not buying them as they should.

I am not here at this time to criticize the policy that was pursued after that, but I state that as part of the argument why we are introducing this district form of organization. Having gone as far as I believe we possibly can in forcing manufacturers to take the Union Stamp, and as hardly any of them are taking it at the present time, we believe there must be something done to organize the unorganized shoe makers of this country. The shoe makers are no different from the workers in other crafts. We believe if the proper methods were pursued, we believe if they were gone at in the proper manner, that the unorganized could be organized, that we could wipe out to a certain degree this unfair competition on the part of the unorganized and underpaid factories, but I am one of those who believe that the organizers being out of reach of the membership, one of those who believe (although two and a half years ago in Cincinnati I did not believe it), I am one of those who believe today that the organizers of this country should be where the workers could come at them if they failed to perform their duty, and there is no way they can be placed in a position where we can get at them unless we make organizers of dis-

districts and keep them stationed in the localities in which their district is situated. This is nothing new, this form of organization; the miners have worked it out to a certain degree not exactly like ours, and while they may offer you the ease of Dolan as a reason we should not have the district form of organization, yet, if I read the newspapers right, after a cessation of work by the miners, President Mitchell went on the same platform that Mr. Dolan occupied before the members went out on strike. We ask this convention to go on record in favor of the district form of organization. We believe it will cure many of the evils under which we are working.

We believe that the shifting of manufacturers from one town to another to secure lower labor cost would be obviated and wiped out; that it would be impossible for them to do it under our district form of organization. We believe our executive board members should be elected by districts. It would be better to do it that way because at any time that the city of Brockton should see fit they can elect the entire membership of the executive board by selecting certain men in certain locations, and I submit if any district should be in that position. We know in our district on the North Shore the man whom we wanted to represent us several elections ago, a man was elected to the General Executive Board of this organization who could not get elected to attend the outside door of the local union to which he belonged. Now I say this form of district election would make it possible for each district to elect a man to represent them that they desire and not permit some other section to step in because they could not vote them to the disadvantage of the men in the other districts.

We are not presenting to you arbitrary districts. We will ask this convention to appoint a committee to divide the country into districts satisfactory to the convention and make rules governing the districts if you go on record for that. The organizer being controlled by the local districts, you would not be confronted as you are this

very day, and I refer to the case in Omaha, Neb., which has never been thrashed out in this convention, if the information which I have in this telegram is correct. McGill had a tale of woe which he told to several members at the hotel, among other things he told that an organizer from the general office told Mr. Lee if he could get elected that he would have a committee appointment when he got here. McGill, under great stress of excitement, being a man who has not as much experience as many of the men in this convention when he went before the committee did not state his case as he claims he ought, and was made to say things by the smooth men, like many others here. He told me after the action was taken in this convention that there would undoubtedly be something doing by the shoe makers in Omaha; that he was regularly elected, and that when he said he was not regularly elected he meant that the money was collected by the shop's crew, and as proof of the feeling of the shoe makers in Omaha, I desire to read this telegram to you:

Omaha, Neb., June 21. '06.

Employees of Kirkendall's factory, by unanimous vote, returned the stamp to Boston; will not remain longer under present administration.

WM. WOLF, Prest.

If the action of an organizer going into Omaha has so worked up the shoe makers in that factory and has so wrought them up to a high pitch of excitement, I submit that man is not fit to represent this organization in any city or town to which he may be sent, and I have always believed that this Brother Robinson was one of the best organizers the organization had on the road.

If that is true, I submit it is time the organizers were placed in the districts and controlled by the districts, and, Mr. President, there is one way this convention can prove whether this telegram is true or not (I do not know any more about it than you do), is to send a committee to Omaha and have them report back here to this convention next Monday. You may say it is a

long trip and a large amount of money to expend, but I say it is no larger an amount of money to expend to find out whether that matter was properly handled or not, to find out whether there were improper influences used there to get a certain man in this convention to do a certain amount on one side when the contest vote came, and if measures are taken to find it out and it is proven that the conclusions I have drawn, from the little information I have, are wrong, I will be the first one to stand on the floor and apologize, if the statements which I have made in this connection are wrong.

I only want square dealing; I only want methods pursued that will build up and protect the interests of the members of this organization. If I am wrong in my conclusion I stand for correction. I will not make a mis-statement. If I do, I desire to know it and will deal only with the truth in this matter, but I believe that today the same unrest exists among the members of the organization that has existed for a long time. We have seen in the past outbreak after outbreak occur against the policy of this organization. We have seen the disruption of the policy. We have seen outbreak after outbreak in different sections of the country. We have seen the time and money of this organization expended keeping the membership in line.

Many of us are wondering in which place the next outbreak will occur. All along the line we have seen disruption in Lynn. We have heard of troubles in Montreal; disruption in Chicago; we have seen what happened in St. Louis at the last convention; we have seen what is in Brooklyn, and we wonder what will be the next town that will revolt against this organization, and since this organization has departed from the democratic principles of trade unionism and has adopted the methods of Russia, we need not expect to wait long before this same disruption occurs against the measure which is about to pass and which has been recommended in this organization.

We must create a feeling of loyalty in this organization; we must create a feeling

that the Boot and Shoe Workers' Union is best calculated to serve the interests of the shoe makers, and I do not say we should go around with a chip on our shoulder, that we should go to the manufacturers looking for fight; I believe one of the greatest dangers of the organization is the continual strike. I believe thoroughly in the arbitration of grievances, but with only about 20 per cent of the shoe makers of the country organized, with so many working for low wages, we must expend our entire energy to building up these organizations unless we in the near future drop down to their level, which has been the history of all trade unions in the past. While we may be able under abnormal conditions to maintain a higher standard of wages in certain towns for a short time, it cannot go on indefinitely. I do not find fault with the amount of money expended for organizing purposes. If I had my way in this convention I would wipe out the sick benefit of this organization for one year and use every cent of that money to organize the unorganized shoe workers of the country.

I do not care how much money is expended; beg, borrow or steal every cent you can get and go out and organize the unorganized, but when we are expending money for organizing, for special organizing, when we are expending money for advertising, in sums ranging from \$3,000 to \$6,000 a month, and there is no greater demand for the stamp than there was a year or two ago, it seems to me something is radically wrong in the methods being pursued by the organizers on the road. I realize there is a large amount of price list work they have to attend to and I realize that the small number of organizers and the scattered condition of our organization that there must be rapid advances from one end of this country to the other on the part of the organizer, yet I believe that we should take certain sections of this country that we should thoroughly and completely cover them in such a manner that there would be a feeling on the part of the manufacturers using the stamp that the demand was constantly growing. Where the de-

mand for the stamp is growing the manufacturer looks upon it as trade value. When he has a factory full of goods and has order after order coming in demanding the stamp, that manufacturer steps lively, and there are not many evils in his factory, but when a manufacturer's orders are not calling for the stamp you will find him getting away from the straight line he should pursue with the arbitration contract, and we find it is harder each time to do business with him than it was on the previous visit to him.

I earnestly hope that the delegates at this convention will go on record for the district form of organization, and that a committee will be appointed here to work it out to as nice a degree as possible, and that we will go on record as placing this organization in better form.

President Tobin: I would suggest that the secretary be instructed to telegraph to Omaha and ask Mr. McGill, the president and secretary of that local union to appear before the convention at the earliest possible moment. I might say personally I was very much disappointed that Mr. McGill did not appear before this convention. I have not had the pleasure of meeting the brother, and I was disappointed that he was not given an opportunity to come before the convention, but inasmuch as Delegate Laird appeared before the committee, as I understand, for the purpose of stating his case, and Delegate Laird came into this convention and seconded the motion to seat Delegate Lee, I concluded that McGill had a very poor case, consequently I did not suggest that the convention hear from Mr. McGill. I now make the suggestion that they be telegraphed for, so the convention will have the information, and if the information is not satisfactory to the convention, sufficiently so to act upon it, then I suggest the appointment of a committee to go there and make more complete investigation; as far as the general officers are concerned, they court the most complete and thorough investigation into the Omaha situation.

Delegate Laird, 35: I appeared before

that committee with Brother McGill upon solicitation. The statement that decided, in my mind, was that he was elected by members of the shop's crew and I understand he afterwards stated that he meant the money was collected by the shop's crew. I immediately decided, in my own mind, that was an irregular method of electing a delegate, therefore the man had no contention. I have not seen Brother McGill since I left that room and I seconded the motion to seat Brother Lee because I believed he was regularly elected, and I sincerely believe in fair play.

Delegate Hickey, 192, moved that Brother McGill be telegraphed to come to this convention at our expense and bring such books and documents as they may have.

Motion adopted.

Auditor Cobbin: As one of the general auditors before whom Brother McGill appeared, and as secretary of the board, I asked Brother McGill several questions and it may be assumed, or it may be understood by the convention, that I was the smooth-tongued individual with whom Brother McGill had to do. I want to say that I asked Brother McGill whether the meeting of May 3d, at which the election took place, was legal. He stated it was. I asked him if Brother Lee was elected legally at that meeting. He said he was, and further at a meeting held since then, I asked them if they had reconsidered the vote. He stated the vote to reconsider was lost by something in the neighborhood of 10. We concurred that that was all that was necessary.

There was no smooth-tongued eloquence to induce the brother to make any statement whatever. I had never seen him before and had no interest in his case only to give him fair play, and if he was entitled to a seat to give it to him. Another question asked was where McGill was when his election took place. He stated in the factory. I asked him if the meeting was called regularly. He said I would have to ask the president. He said he supposed the vice-president called it. I asked him if any members working outside the factory attended the meeting. He said he did not think there

were. We told him we had all the evidence necessary and would consider his case, and that he might retire. He attempted to abuse the committee and he assured us that the stamp would be in Boston when the general officers arrived there, and according to the telegram he has kept his threat.

Continuation of debate on Resolution No. 1.

Delegate McMorrow, 141: Speaking on this particular subject, one of the features of which is a departure in the selection of organizers, and I being one of those organizers, or dis-organizers, as we have sometimes been called, I sincerely hope that perhaps some of the things which I am going to say may be taken upon their merits, if they have any merits in them in the opinion of the delegates, and you might disconnect it with any ambition I might have, due to the fact that I would be obliged to seek new employment. I sincerely hope that the subject matter of anything I may discuss may be considered by you without thinking that I feel that way at all.

I want to say right now that anything in the nature of construction is something that I will do all in my power at any time to carry through this Convention, and I feel that this proposed change has not in it, for several reasons, that which will make for a method that entitles us to hope that we will make further progress than we have under the method now in vogue.

In the first place, the suggestion comes upon depriving the General President of the power of appointments, and the General Executive Board of the power of ratification of such appointments, and I wish to touch upon that feature of it, while it may be the most delicate one I might speak on, by saying this—that in order to execute or administer a plan of organization for any institution like ours, it does certainly require that the people who are professionally selected shall be in strict harmony with that policy, and in strict harmony with the General President, whoever he may be.

This suggestion would place us, in my opinion, in a position where the men selected to promulgate this organization's interests might be of all degrees of loyalty to the policy of the organization. Some might

be sound believers in those principles which our organization has declared for in the past, and may declare here. Others so selected might not believe in them at all. Consequently, instead of that proposition making for more harmony and a greater degree of security to lull the feeling of unrest, it strikes me quite forcibly that it would accentuate all those things which I have just suggested.

Again, I must repeat what I said when I was up a few moments ago, and this I give you delegates from the experience which I have obtained under your pay in the last seven years. The time that I began to work under pay for you was not the beginning of my connection in an active way with the labor movement, consequently I have some idea of the method in vogue before that time, in 1899. And I want to say that that departure made in 1899, which practically proclaimed that at least the chief effort of the organization should be put out in organizing under lines which were a radical departure from the old ones, I believe was sound then, and I believe it is yet, and that departure was that we throw open the doors of the Boot and Shoe Workers' Union to every shoemaker in the country whoever desires to join; that in every way possible we try to encourage shoemakers to join our organization; that wherever possible we would call meetings in places where shoemakers were, for the purpose of getting them to join. but the chief effort should be directed along lines which would be calculated to educate our members in the labor movement up to the purchase of the union stamp, so that we might build an organization of mutual interest under the stamp contract, and that policy has brought us what we have today. That policy at the present time which has been brought to its present degree of progress, not through a seed that was planted in the ground and grew like a vegetable, not spontaneously; not by the General Officers in the Boston office alone, but I want to say—and in saying it I do not propose to take but very little of the credit to myself—but there must be some little done by the executives on the road, in order that the Boot and Shoe Workers' Union and its union stamp could be so

popularized as to bring us to what we are now.

Delegate Murphy, 289: Moved that an extension of time be granted delegate McMorrow.

Adopted.

Delegate DeMorrow, 141: It is quite true, I believe that not only is the union stamp less popular today, perhaps, generally than it was three years ago, but it is also true in my opinion, based upon that experience which I have already spoken of, that that is the case with a number of other labels, and I want to make a comment as to the reason why, and I think you all know something about it. There has crept into the body politic in that time an institution which has become more effective than it ever was before—the Manufacturers' Association—another the Citizens' Alliance. Some other organizations of labor, opposed to the principles of the system of the American Federation of Labor, have increased in activity in attacking our form of organization. They have, through the cities and towns in this country, manipulated so actively and persistently, that the last eleven months, during a trip that I have been on all that time, up to two or three weeks ago I solicited some twenty or twenty-five manufacturers to take the union stamp, and hardly one of them cared enough about it to give it any serious consideration.

On the other hand, I must admit that I found in that time, too, a great degree of apathy in the labor movement, which is another reason why, perhaps, the union stamp demand has not increased.

But there are unions, Mr. President, who in those years I speak of, not like the miners and different organizations from ours has coal does not bear a label, different in that aspect at least; but other unions, controlling competitive trade, which have, I very much regret to say, been through some pretty hard troubles in that time, because of the antagonism of those elements of society which I have mentioned, but we have come through that without any very serious loss. We have come through that with our membership intact; with a treasury sound, and I submit to you that we have done pretty

well considering all the circumstances to do that much.

We mapped out in 1899 an organization, more ambitious, perhaps, than any attempt to unionize the shoe trade before. We started out to get every shoemaker on this continent into the union, and that, you will admit, is a pretty big task. And I think you will be fair enough to admit that we have done pretty well in seven years' time. It is not very long in comparison with the time that it took the cigar makers; in comparison with the time it took the carpenters, in comparison with the time it took other organizations to get to that point of power where they could execute for higher wages and shorter hours of labor, which is the ambition of this organization.

I say that we have made great progress towards that point of power in that time, and if that is so, and you will admit it is so, then the method of construction must be pretty nearly right.

Again, I want to make a suggestion about this proposed change. It carries with it representative organizers, placed only in and about districts (I do not know how large you propose to have the districts) where shoemakers are, over which we have jurisdiction. Now, I want to suggest a comment upon that this way. I suppose in the last year, in all that time, I have not seen shoemakers more than three weeks. I am known better in the Middle West and Northwest in that time among the carpenters, and the hod-carriers, and the bricklayers, and the painters, and the cigarmakers, and tobacco workers, and hatters, and garment workers, and all the other workers, whom I have tried in my humble way to get so that they would take cognizance of our interests by buying union stamp shoes. I say this proposition which would occupy the organizers and label agents appointed down to the districts where there are shoemakers, would not only not leave money enough in accordance with our present financial system to do that other proper and necessary label work, and consequently the stamp work would further decrease.

Our onward march has got to depend to some great extent on the fluctuations in the general labor movement. When that is strong,

and healthy, and wholesome, active, and live, the stamp demand, provided we take the proper methods to get our share of that patronage, will be good. If the general movement is not wholesome, is not healthy, is not sound, if the members are apathetic, and we do not make extraordinary efforts to keep our interests to the front among those people, the stamp demand will be poor.

I believe that every time an organizer or a label agent of the 30,000 or 40,000 agents that we ought to have, who are members of this organization, is instrumental in saying a word which will increase the sale of a pair of shoes made by our members, and to decrease the sale of one pair of shoes made in open shops, I believe that that is the most substantial way that our organization can make safe and lasting progress.

I realize, and there are delegates here that know, that we are not talking without a pretty good knowledge of the methods of years ago. I do not care to mention myself much in connection with it, but I do know that it was a regrettable failure. I remember the days when we tried this self same plan of appealing to the shoemakers to join the union. I remember in the days of the old Lasters' Union, in the old palmy days when we thought the only people that made shoes were the lasters, we were at times obliged to strike the shop to make some fellow in there pay dues who did not want to. I remember, notwithstanding the fact that we at one time were operating so we could increase wages right along, before the iron man came in, then we had to loosen our grip. I remember at that time, after getting an increase of \$1.50 to \$2.00 a week, we would shortly afterwards be obliged to have trouble with some two or three fellows who did not want to pay dues, and it was only ten cents a week, at that.

I feel sure the delegates here will admit that what I am saying in this respect is correct. You propose to go back again to that form of organization. I do not care, Brother Delegates, at all whether I am to do any more of the work for you particularly. I have got some experience in the last seven years, and I thank you for the opportunity. I have learned much and have traveled a great deal. I have not any

particular money to buy automobiles with, but at the same time I shall always be grateful to the shoemakers of this continent for that privilege, which they have given me, and I want to say regardless of that, and regardless of anything personal in my future, that I sincerely hope that this organization will correct perhaps some of the things that are not so vital as these, some little matters, more minor than these, that they will correct those, but that you do not touch that method of construction; that you do not change so radically that method of operation that has brought us the degree of power that we have.

I find in this something that tells us that if it was once inaugurated, it would mean quite surely the steady dissolution of the Boot and Shoe Workers' Union, because I know that you cannot go into those cities where shoes are made in this country, and get them to join the union without the influence of the boss, and if there is anybody here who thinks he can do it, if any organizer in the district plan or any other plan could go out and do it, I would be willing to meet him a year or two, or five or ten years, and shake hands with him and say, "You are the best man I ever met in my life."

You cannot organize shoemakers, you cannot organize cigarmakers, you cannot organize garment workers that way. You take the label, which is the lever that organized the cigarmakers through the trade demand in the trade union movement, you take that power away, and the union is cut in halves in twelve months. You take the label away from the garment workers, and what little is left of them will be gone, and they have been through an awful battle as it is.

I am not contending in any part of this that we ought not to at all times make every special effort imaginable to get shoemakers to join the union, but I do say that to take this plan and to emphasize that, and to specialize on that exclusively, to use that principle nearly exclusively, to use that in preference to the one you have been using, would meet with absolute failure.

I am going to admit that I have not been as instrumental perhaps in doing my share of the work as another could be, but I want to say in justification that I would give all I could to

have a picture of the union stamp impressed in the minds of the working men of this country, and I feel quite sure I have represented that picture before more unions of different trades than any other man or any other union of this country in the last seven years. Whether that has done any good or not, I do not know, but if you cannot popularize the union stamp inside of the trade union movement, you certainly cannot do it from the outside.

There are two million members affiliated with the American Federation of Labor, approximately; perhaps 2,000,000 or 3,000,000 more in the homes, making a purchasing power of 5,000,000 people. We have got a certain per cent. of those people who are going to the dealers in all parts of the country, and they are asking for union stamp shoes. Our policy, in order to keep permanent strength, in order to be carried forward to the goal of our ambition, must be kept continually operating to increase that percentage of patronage among those people. You cannot do it by this form of district organizing.

Again, I want to say that the man who is elected to a position of that kind feels quite independent of any central authority, and he will at all times be subject to the dictates of the people who directly elect him, and I want to talk on that point a moment. I do not mean to say that there is in any district under our jurisdiction many men who are desirously disposed to operate to smash up this union. I do not mean to say that they would meaningfully so direct or dictate to these organizers whom they would elect to pursue such a course as would be calculated to make for our disintegration, but, in view of the fact that our past history has proven that with the plan we have got, which from a viewpoint of preserving peace is far superior to this one, it is quite likely that there would be more difficulty in getting this man, whoever he may be, no matter what district he is in, to pursue a course that would be strictly in accord with the policy and law laid down by this Convention.

I believe, as the General Secretary-Treasurer stated in his report, that if we had a little less adverse criticism and a little more sincere loyalty, and a little more of the initiative from our own members in the interests of the pro-

mulgation of our organization, we would be better off. We have about 40,000 members, quite a number of them being women.

I want to say that our own members, the women members of our organization, should awake to this fact, that if they expect that the labor movement is going to help them, then they must help the labor movement. They must take the initiative, and at all times do all in their power to promulgate and keep to the front the union stamp.

The cigarmakers have made the blue label so popular that in many parts of the country the people are color blind and see nothing but blue. This is accomplished by getting before the meetings of the trade union movement, and talking blue label continually, talking the beauties of the blue label of the Cigarmakers' Union.

We ought to have in every union in our jurisdiction men and women to go into the general labor movement there and keep the interests of the union stamp to the front. We should keep intact this form of organization. We should keep intact, without any material change, this form and method of procedure, which, through the execution of the organizers and label agents, has brought in a position where we can execute and demand things that we ought to have, which has brought us in the position where we have the greatest union that ever existed in the shoe trade. I believe we should continue that course. I believe to make a change so radical as the one suggested is something that would alarm, after serious thought on the matter, even the people who advocate it here.

In some cities under our jurisdiction, we have many business agents. I do not know how large the districts would be, but with business agents there and perhaps two or three organizers there, who should not go outside the limits, it occurs to me that it would be to some extent superfluous.

We have not had men enough on the road, as has been stated, and much of the time has been taken in grievance work. Much time has been taken in price list work, and while that is an absolute necessity, and while it is absolutely necessary that the manufacturers who are under con-

tract with us shall be at all times forced to keep within their contracts, as well as our members are forced to keep within their contracts, that takes the time of the organizer, too. While all these things must be attended to, yet we cannot allow ourselves to leave that work, the steady, persistent, active work along the lines of increasing stamp demand. We cannot let that slack for one moment, and somebody has got to do it. There ought not to be a union meeting without some representative of our organization being there in the interest of our stamp, and in the interests of our members working in the stamp factories, so that our members will be kept employed, so that when the demand is greater than the supply, we should get another factory, and in that way, and in that way alone, can this organization make a permanent success. We can make but temporary success on any form of organization that has been tried in years gone by, and only a temporary success now if we attempt it again.

I feel quite sure that in this suggestion there may be a great degree of sincerity, but I am giving you, as I stated before, my opinion based on that experience, which I feel you deserve, and which I feel that I owe it to you to give, and I say again that you cannot go back to those days of making an attempt of organization along lines other than the lines pursued in the past; the lines under the union stamp contract, to keep that contract as nearly as possible inviolate, to keep it in such position that the manufacturers of the country would not feel it dangerous to get under it. Keep it there, not as a piece of poetry calculated to get in the shoe makers of the country, but an equitable instrument with two sides to it, giving the rights of the members distinctly, and have the organization see to it that those members get those rights to the letter. An instrument giving the manufacturers' rights, and specifically stating what those rights are, and also the organization keeping the manufacturer within his rights. A contract like that, allowing and recognizing one of the cardinal principles of trade unionism, one of the greatest principles of

trade unionism, that of collective bargaining, that of negotiating prices, that of settling disputes by an impartial tribunal; it seems to me if there is anything better than that form of organization, and if there is anything better than that plan of procedure, which has brought us into a position today where I can go into a factory office and hang my hat and coat up, where I was kicked out eight years ago.

I have not heard it stated that there has not been any substantial raise in wages or betterment of conditions due to the union stamp or the union stamp influence. I have not heard it stated as flatly as that, but I have heard comments to lead me to believe that was the impression in the minds of some of the delegates. I do not believe the stamp is in a factory in this country one year without there being some substantial improvement in wages in that factory, or a betterment of conditions of some kind.

I have heard it said that the manufacturers feel as though because of the fact that they co-operated with the General Officers of the Boot and Shoe Workers' Union to get the members in, that they can do as they please. I feel quite sure that when that matter is called to the attention of the General Officers, that the manufacturer is violating or evading his contract, he will either recede from his position, or else the stamp will be removed, and in many instances it has not only been removed, but other punishment has been administered to the manufacturers. In St. Paul a manufacturer there came to the conclusion that after using the stamp and building up his business, he wanted to do business along the lines of giving the individual anything he saw fit, and he was reported to the National Organization. A letter was sent to him, stating that was a violation of contract, and if he persisted in that, to return the stamp. He returned the stamp. I was sent to St. Paul and had that firm put on the unfair list of the Trade Assembly of St. Paul, immediately got out thousands of circulars and I started to travel in the Northwest where that firm sells shoes, intending to go to every dealer that handled

one of them and to say: "Here, you have got to stop handling that shoe or I will report you to labor movement of the city," going further even than to take the stamp away. The firm took the stamp back, and we put a price list in every department of the factory. I do not know of one instance where if these violations are reported that they have not been taken up. And I say this: That with a proposition like ours, there must naturally be some little matters that will go wrong in spite of all we can do. We cannot have perfect harmony; we cannot expect to have it. We cannot come into a convention and coo like turtle doves for seven days. It is beyond any hope that I have to ever see in the human kind, to get any great number of shoe makers together without having some kind of a row. But I know this: we have got a convention here that has intelligence, and that has had experience, and I know this again through my experience in other unions and other conventions: that we have got minds in our organization that are superior to the minds, I was going to say, in other trades, and I feel sure that the Boot and Shoe Workers' Union will go forward towards the goal of its ambition, making steady progress along lasting lines, not lines that are calculated to flash up for a minute and then die down in the ashes, like attempts of that kind have done in the past, but steady onward progress, getting members and keeping them, educating them to recognize the political economy that compels us to be an organization at all, recognizing the principles of the whole trade union movement, applying themselves to the upbuilding of it, and not continuing to scratch little detail matters which, although some seem quite important, are not in my opinion the work we should be prominently engaged in.

I do not mean to say that inefficiency in office should be overlooked. I do not mean to say that anything is too trifling if it is wrong to be taken recognition of, but when you grasp the magnitude of the task we are undertaking, only one little community among a hundred and twenty or a hundred and thirty large labor organizations, for the purpose of getting the working people into

one solid body, to move forward, to execute and use that power in the interests of higher wages and shorter hours of labor, more independence, more children, in the schools, and fewer in the mines and in the mills, I tell you that that is the greatest work that men can be engaged in today, and I tell you that when a man grasps it in its broadest aspect the proudest thing he has about him is his union card.

I heard at a convention which I attended a short time ago a statement made by the General Secretary-Treasurer of the Butchers' Association. There was some impatience manifested with the progress of the organization, and of course you are all aware they have been up against hard times in the last couple of years, and he made a statement that impressed me very much. He said he did not think the butchers of the country had any special cause to complain; that for pretty nearly 2,000 years now people had been engaged in promulgating the principles of Christianity and still a large majority of the people of the world did not believe in Christ.

We must not get impatient because of the fact that there are some shoe makers who do not like our organization; there always will be. You make this change now proposed and maybe I won't like it. I want to say, though, I will remain in the Union just the same, as far as that goes. I mention my objections to this form of organizing because of the reasons I have stated. The General President of any organization that hopes to maintain any degree of discipline must have some control over the men who are paid to carry on the organization business. You must consider that to decentralize, to place that power into twenty, or thirty, or forty different sections, each susceptible to different orders.

Why, that idea would make for dissolution inside of twelve months. If there is going to be a change, delegates, and perhaps a change may be needed, I respectfully submit that it must be some other, in my humble opinion, than the one that is proposed now.

Delegate Laird, 35: I have listened with

a great deal of pleasure to the remarks of General Organizer McMorrow, the greater part of which I think you will all admit was not an argument pro or con in regard to the subject matter before the convention, but a detailed account of the methods pursued by him as an organizer the last seven years under the present organization policy of the Boot and Shoe Workers' Union, for which I am very thankful to him. I heard him state that it was impossible to organize shoe makers like that; it was impossible to organize hat makers, etc., like that; then I ask him, how are they organized? How has he organized the shoe makers of St. Louis, Chicago, Cincinnati, Rochester, Syracuse and all other shoe centers; Milwaukee, St. Paul, and all the rest? Has he organized them, and if he has organized them, then I submit his argument reverts against him, and he cannot consistently take this floor and condemn another method that may be proposed, and I hardly think it is fair for him to denounce the men who proposed this as adverse criticism, and men who are not full of initiative.

The arguments he used in regard to individual members going out and agitating the labor movement is a very good one, and I would hope that, commencing now, every individual member of our organization would take it upon himself to become a committee of one to use every bit of influence that is in his control to agitate and promote the purchase of union made goods. But would not that be possible under the form of organization proposed? Have we proposed any method to debar that? Absolutely no. He furthermore says, what are you going to do in the places where there are no shoe makers? If he had carefully and earnestly considered the proposition he would have found that every section of this country was proposed to be put into a district, and we would have organizers and label agitators in every part, and a label agitator, when he follows his occupation, will certainly reach them then. In regard to paying dues, we have not done away with any methods of paying dues, or any compulsion to pay dues, so I hardly see

how this scare of getting them to pay dues would follow, but what I do contend in advocating this district form of organization is that it will at least solidify the districts. It will tend to create a more uniform price in the district. I contend that the organizer will be responsible to that district for the work that he accomplishes, and if there is one single organizer in any part of this country today who does not deliver the goods, and he was located in the district, when the time for his election came around they would say, "show us the goods." They certainly would not turn down the man who showed the goods; it would be the man who could not deliver the article who would be turned down. He would be responsible for the work accomplished, and that is the thing that should reelect every man into his office and no doubt it will. There are many good points, in my estimation, in this proposition of a district form of organization.

There may be many exceptions taken to the proposition as proposed, but on the principle of the district form I have not yet met one that I consider valid. I believe this convention going on record as endorsing the district form of organization would lead to the formation of a plan by a committee covering the same, and I sincerely believe the results will be a great step toward organization, and prove the most beneficial results to this organization of any movement that has been started since at least the Detroit convention.

Delegate Godfrey, 351: In regard to arbitration contracts and the popularization of the Union Label, if you will permit me. I wish to use the metaphor (it may be a homely one, still I think it carries a good deal of logic with it), in every material structure there is an element that goes into the structure that is known as the mortar, or cement, that holds it together and keeps it intact and this is a structure similar, in many respects, to a material structure, and the kind I have made reference to, and it appears to me that the arbitration contract and the label are the mortar, so to speak, that hold it together and keep it intact.

Delegate Condon, 425: I would like to ask Brother McMorrow if it would not be possible for him to accomplish as much work as district organizer as under the present plan?

Delegate McMorrow, 141: No. I have explained why I do not think so. Do you desire to have me explain again my reasons? My reasons are that the district organizer would be elected by the people in a given district, that he would be subject to the orders of the people in that district; there would be a given number of districts. We have no assurance whatever that the orders given to these organizers would be alike in the different districts; that through that decentralization method of construction we have absolutely no assurance that the laws and policies laid down by this convention would be maintained and we have every assurance that they would not be.

Not that I believe anybody seriously contemplates doing harm to the organization, but there would be a number of bosses, and I tell you one thing that you know quite well, and that is that if a man is in a town and depending upon the vote of the people in that town or district for his position, he is very apt to comply with the feelings of the people, whether they are in accordance with the policy or not. The other was, we have not sufficient financial resources to pay the bills for that, and also to continue the advertising of the label, which we have done in the past.

It is all very good, but we have got limited capacity, and as I have stated, we have not spent enough and had men enough out and doing label work, but we have decreased the stamp demand owing to the conditions I speak of; that is another reason why I object to it. Another reason, we have attempted a form of organization years before along lines outside of anything that pertains to negotiations with a manufacturer under a contract of any kind besides that of a price bill. You may call meetings, get the members, have a price list placed in the factory, if you win the strike you keep the members, if not, you

lose them. Sometimes they forget the increase in a little while, even if you win it. I believe this method would result in the same, with this difference, we have got now a semblance of an organization with some money, but we should surely go slow or surely pass to destruction. I believe the minute you inaugurate a policy of that kind, our movement would be retrogressive instead of progressive.

Delegate Watson, 192: "I want to say: If the district plan as outlined in this resolution is not entirely satisfactory the committee should make the necessary changes. Supposing for instance, the North Shore and the South Shore were divided up into two separate districts, the organizer on the North Shore could devote his entire time to that district. Suppose the whole state of California and the Middle Western States were devoted to one organizer and Brother McMorrow (I want to give him the credit that is due him), suppose he was put into that district. Could you find any man that could do any better work for that district? Does this Convention for one moment think that if this man was under another jurisdiction than what he is now under, that he would not serve this organization as well as he does now? I want to say to the delegates assembled here that it does not make any difference who the boss is, whether he be the General President of this organization, John F. Tobin or William Watson; if John F. Tobin has the interest of the organization at heart he could make these organizers do their work thoroughly; if I had the interest of the organization at heart, I could make them do it thoroughly, and I want to tell you I have tried pretty hard to make some of the organizers do it thoroughly. I want to say that, as far as the organizers go, that we never for one moment think that the organizers of this organization wholly, solely and alone work among the shoe operatives, because if they did the stamp would not be worth the inner sole or outer sole it is put upon.

We pay these organizers to go about among the different crafts and do the work. Each and every individual that has got his

own livelihood at stake knows enough to advance at all times the interest of the Boot and Shoe Workers' organization. Brother McMorrow says to this delegation here that in all cases where manufacturers adopt the stamp, inside one year the employees have received increases. Maybe they have the first year, but I want to ask the brother what they get the second year. Do they hold them in all cases? He knows they do not and I know they do not, and every delegate sitting here knows they do not. If this district plan of organization is adopted by this convention; if any grievance happens in a district; supposing a grievance happened in California, of very great importance to this organization, and that those people had to send from the state of California to Massachusetts, and an organizer had to travel the entire distance to go there, what would they do by the time they got there? Everything would be settled.

I want to say this, we have tried plans of organization in the past. they have fallen through. We have tried everything, but it is not right to say that if these plans have fallen through this plan must also fall through. We have large propositions coming before this Convention and they have asked us to give them a trial. We, of the state of Massachusetts, want some redress. We think if we got the district plan of organization through, that will serve our purpose to a very great extent. We think if we had a district plan of organization that we would avoid a lot of trouble. Now I want to say to Brother McMorrow in regard to the shop he was kicked out of seven or eight years ago, and can hang his hat and coat up in today, I want to ask him if he thinks that is due to the present system of the Boot and Shoe Workers' Union, and if he could not go and hang up the same hat and coat under the district plan in that same factory? I want to say that two years ago in certain factories in the United States, where business agents would have been kicked out, today they can walk in."

Delegate McMorrow, 141, moved to extend Delegate Watson's time.

Delegate Watson, 192: "I want to say

further that this organization may look as prosperous as it was a few years ago, and that we have as many members and we are holding them, but I want to ask what is the matter with the 50,000 suspended members that we have? It is the aim of this organization to keep the members, to force the members, if you please, it doesn't make any difference to me. The membership of the city of Brockton is forced, members are forced into this organization, and they have stood upon the floor here since this Convention was inaugurated, and told you what splendid union men they are. The district plan of organization means much to this organization. If this plan, as presented here, is not wholly as this organization wants it, and as Brother McMorrow told us is no good, and cannot be good, and that he may not like it, he has a chance of amending it. We bring in these resolutions and amendments here to find out if we cannot get something that will protect us; something that will give us a chance.

A man like McMorrow we depend upon to help us out. Those are the men that, as he tells you, we have been good enough to place upon the road for this organization, and to cultivate their minds, if you please, for that simple purpose, wholly and solely, that they can come to our conventions and put in resolutions and amendments to the constitution which will mean a benefit to us, and it will not work to our downfall. You take the city of Lynn today if it was put under district organizers it would be organized from top to bottom. Every shop in the city of Lynn inside of two years would be an organized shop and would bear the stamp. We have got shops in the city of Brockton that are rotten to the core; we have got members in this organization that are rotten to the core, and who are working first, last and always against our interests. We have got members within our ranks, if you please, who will go to our meetings, sit in our midst and the next day the foreman in the factory can tell you the happenings of our meetings. Under the district form of organization all these things would be obliterated, you could

reach those members quicker under this plan than any other plan you can propose. If some of those members do not think so, we are here waiting for them to present a resolution or amendment, and I think it will get the majority of this convention to vote for it. There have been shops that have moved out of the city of Brockton into near-by towns for the sole purpose of reducing wages, and they have been allowed to do it, and they have carried with them the stamp of this organization.

In conclusion I want to say that, while I myself am not wholly satisfied with the resolution submitted, I think that it can be amended to suit each and every individual of our organization, and I await patiently some one with a proposition to amend it.

Delegate Campbell, 25: I desire to make a statement with reference to St. Louis. I believe that not only every delegate in this convention from that city, but a large majority of the shoe workers in St. Louis will bear me out when I say that the General President of this organization was justified in revoking the charters of the local unions, who, under the influence of certain persons interested in tearing down the present organization for the purpose of establishing another union, whose headquarters would be located in St. Louis. I understand that the General President of this organization has been blamed for what happened in St. Louis, and I know, and every fair minded shoe worker in St. Louis knows, that the former business agent is alone responsible for the St. Louis revolt. At that time the La Prelle Shoe Company applied for the Union Stamp the local unions desired to have the application held up until they prepared new wage scales in the various departments, which would increase their wages materially, and which they were satisfied could be secured, before the Union Stamp contract was signed, but the business agent, for reasons best known to himself, and as we were later informed, for a monetary consideration, signed the contract with this firm without giving the local unions an opportunity to present the new wage list. This action

upon his part was responsible for everything that occurred in St. Louis in the fall of 1903.

Delegate Lowell, 69: I feel sorry to think the discussion has been brought down to the discussion of the merits or demerits of the decision of the General Executive Board, or the merits or demerits of some of the members. Each and every delegate that has been on the floor is as good as I, and just as well qualified to pass upon the question as I am. It is, of course, a fact that this plan for district organization coming from a locality which, from a geographical standpoint, is small, the membership in our organization is large. The fundamental principle we are advocating here today is not a proposition to destroy any part of this organization, but it is to satisfy a rising demand among the rank and file of this organization. The workers of our organization throughout New England believe that if we had closer connection between the locals we could make the membership more loyal to the organization. I think the history of the old lasters' protective unions will prove that, and so long as we have restrained our members, we have held their confidence, we have kept closely in touch, one local with the other, and we were more successful than we were when we attempted to spread all over the country. So I am going to submit to you that it is just as practical to divide this organization up into districts as it is for our government to be divided into national, state and town or city governments. I believe the proposition is a fair one.

Another proposition: our government was practically founded upon the proposition of objection to taxation without representation. I believe that the membership of our organization feels they are not represented upon the General Executive Board, not because they have any fault to find with any individual member of the General Executive Board. I have served on the board and I want to say that every one of those members is just as high in my esteem today as when I served with them, but I do have to admit this fact, that because of our method

of electing these members (I made this statement four years ago at Detroit), I believe we do not get the same degree of representation on that board that we would if we had men who had become familiar with the conditions in the districts in which they live, and when the meetings of the General Executive Board were called they would be qualified to speak not for the particular locality with which they were connected, but for the district which they represented. It seems to me that is a fair proposition. I want to answer Brother McMorrow in this matter. As long as I have been connected with local organizations, and I am some over seven, I believe we have always had the greatest degree of organization in New England. I do not believe that whether we accept this proposition or not we are going to destroy the Boot and Shoe Workers' Union, and I do believe, as I said, that there is a growing feeling among the members whom we represent that something of this kind ought to be adopted. We do not attempt to draw any district lines whatever; we make absolutely no attempt to gain control; all we ask is that you give us permission to inaugurate some system in our locality that we believe is the best for us. Brother McMorrow, in his remarks, went over the history of the old organization, and I agree that what Brother McMorrow said is so, but I also submit that I have had seven years' connection with that organization since Brother McMorrow has gone west.

It is not good judgment for a delegate to stand on this floor and advocate something that the rank and file who sent him here do not believe in. I am not speaking here of some particular hobby I have, but I am talking for something that I believe the rank and file who sent me here are in favor of. I believe it is a good, fair proposition. I believe that is a stand for every delegate here to take, and I believe that the Western delegates should be at least liberal enough to see that we delegates from New England wish to see that you do not attempt to disturb us in our method of transacting our affairs. As long

as you give us national legislation that will be strong enough to control these district officers, we are willing to give you that permission. We will submit to any restrictions from the General Office that are reasonable. I believe that we can elect by districts just as bright men as we can under the present plan. We simply feel that the men who are so elected should be under the pay of the General Office, that they should have time enough to familiarize themselves with the local conditions through and through, so that at any time when any question should arise the members of the General Executive Board can give information desired. I know when I was a member of the board, because of my peculiar situation, working lasting shoes nine hours a day in a factory, almost on Cape Cod, when I was asked a question as regards conditions in certain parts of the country, and even certain parts of my own locality, I was forced to answer that I did not know. Because of my being obliged to center my energy upon that little job I was holding down there to earn my livelihood. A proposition to pay these people from the General Treasury is no attempt whatever to loot the organization. I think, if you will read the General Secretary's report, you will find we have lots of business agents being paid either in part or wholly by the national organization. There is absolutely no objection to the money, and we only suggest that proposition in places that could substitute district organization for the local agent.

Also in the General Secretary's report he advocates a proposition of a district label agitation. We have no objections to the label agitators; we are attempting in no way to interfere with any plan of organization from the General Office; we simply ask for this opportunity which pertains to our particular locality to be left in our hands to see whether we can produce results.

Moved that Secretary Baine be instructed to make a complete report on the discussion on the district form of organization to be ready Monday.

Adopted.

Delegate O'Boy, 44, moved to tender a vote of thanks to Delegates Healy and Godfrey for the excellent entertainment given this convention last evening.

Adopted.

Delegate Meade, 38. Requested permission to refer resolution 38 to the Committee on Appeals and Grievances.

Adopted.

Adjourned until 9 A. M. Saturday.

SIXTH DAY—MORNING SESSION.

Convention called to order at 9 o'clock by President Tobin.

Absent at roll call:

Dehling, 197; Schwartz, 282, and Horn, 340.

Delegate Ford, 192, moved to instruct the secretary to secure additional stenographers to assist in the work of the Convention.

Adopted.

Continuation of debate on Resolution No. 1, relative to district form of organization.

Delegate Meade, 38: This subject was covered yesterday almost completely and I do not rise to make any extended remarks on the subject, but propose to confine myself to rules which have been adopted, viz., that 10 minutes shall be the extent of the time for any delegate to speak upon a particular subject. It will not be necessary therefore to ask for an extension of time. The purpose underlying the question of district organization should be one that would mean the betterment and improvement of our organization, and such a plan of district organization, I am in favor of.

I notice that the committee have rendered a report, among which is stated that it is proposed to have the Executive Board members act as district organizers and be paid from the general organization thereby annexing practically the legislative and executive functions of this organization. I submit to any person who gives it anything like favorable consideration that would be a dangerous precedent for this organization to adopt, not because those whom we might be likely to elect would prove unfaithful to the obligation imposed upon them and the duties required of them, but I do say from this standpoint, from what we heard here on the floor since the be-

ginning of this Convention, there should be an attempt to reduce as much as possible any opportunity in the way of bringing about unfavorable legislation or unfavorable practices in our organization. I am going to dismiss that feature of the committee's report, or that feature of the proposition which since the committee reports unfavorable, with simply this consideration, that it would be a departure from the methods which we already have, that it would make any organization more autocratic than democratic, and that it would have a bad influence all through the rank and file of our organization. I do not propose to undertake to make any attack on the organizers, for the simple reason that I do not know what they have done, only so far as those organizers with whom I am personally acquainted are concerned. I know that the organizer whom the general executive board placed at the disposal of our union in Brockton, to the best of my knowledge, has worked hard both day and night to do his duty by the organization, and to earn whatever salary they paid him.

I know on three different occasions in two different towns, and in a certain city that this organizer whom I have reference to, Brother Fox, has arranged meetings for the purpose of organizing a certain part of the craft connected with this organization, and on those three occasions I was present at the meetings, and from my observation, considerable work must have been done in order to get such an attendance at those meetings. I know furthermore from other sources that the organizer, whom I have referred to, has done his best and has accomplished quite a little in the way of organizing the shoe workers of the district in which he worked.

Beyond the sphere of the activities of this particular organizer, I do not know just exactly the extent of their work, and in the absence of such knowledge, it would certainly be unsound, illogical and unfair for me to undertake to fall into the line of criticism that has been made of organizers at this Convention. However, there is another part of this proposition which certainly ought to receive our consideration and which ought to be given the most careful thought.

We know that in some shoe centers in this country, in some of the large shoe centers I now speak of, that the tendency has been, notwithstanding whatever statements have been made to the contrary, to undertake to regulate the question of wages quite thoroughly in those localities, and the most common objection that any business agent or any committee finds in the performance of such duties is the remark that the outside competition of the small towns, the competition from certain localities has been so severe that the profits of the manufacturer have been reduced to an almost unsatisfactory point. That has been in substance the complaints made by manufacturers to the business agents and to committees who have sought to improve conditions among the men under their jurisdiction. I believe that is a fact that we will all agree to and the plan of district organization that would be directed in the direction of removing that condition certainly ought to receive the support of this entire Convention. I do not know of any better way to meet that problem than by having a certain form of district organization where the workers could meet in convention assembled more frequently than once in two and one-half years and possibly once in six months, where conditions could be discussed and certain policies outlined in harmony with the policy of the national organization. The chief objection that was raised yesterday afternoon by Delegate McMorro was the possibility of having districts in the country operating in entirely different directions from each other, and out of harmony with the plan of the national organization as adopted and approved by the Convention. I believe if there is any good going to come from an organization, it is when the constituent parts are in harmony

with each other, and when there is a rebellion or revolt on the part of any one constituent to a national organization the best results certainly do not follow.

So for that reason a district plan of organization that would provide for conventions as frequently as six months, where the representatives from the local unions and the local shoe councils could meet for the purpose which I have outlined, of endeavoring to improve conditions in their different localities, I believe that plan of district organization ought to appeal to each and every one of us.

We must remember that in some localities we have reached the point where much greater improvement in the wage question is going to be extremely difficult, and we must further admit that until such time as our organization approves of a plan of policy that will lead a strong effective attack in the direction of improving the poorly paid centers. Until we do that our organization certainly contains a weakness. That is the plan of district organization that I would certainly be in favor of. I would not be in favor of a plan of district organization such as is proposed here today, and I trust this Convention will consider carefully the idea of providing ways and means to overcome the difficulty which I speak of. I believe it should be entirely apart from the question of organizers or the question of the executive board, and I believe it should be simply for the purpose of ascertaining what the exact conditions are and have a complete record kept of them, and in that way we certainly would be building up our organization and doing nothing to tear it down. I have here a proposition that possibly might not appeal to the Convention, but it appears to me it ought to. I want to say that this idea of district organization has been in the minds of some of the delegates to this Convention for a long time. It is not due to the plan that has been introduced that the birth of this one can be ascribed, but it is something that has been thought over long before the Convention assembled.

My idea would be, Mr. President, to recommit this subject to the Committee on Constitution, and that they entertain the following; I have got it in the form of a resolution, but

I believe it should be referred to them without reference to the Committee on Resolutions:

Resolved, That our committee on organization divide the jurisdiction of our union into suitable districts and that the Committee on Constitution be, and are hereby ordered to consider and report to this Convention such changes in the constitution as will conform to the following plan of district organization, subject to the rules and laws governing the International Boot and Shoe Workers' Union:

1. The number of districts and their designation.

2. A plan to provide for Conventions in each district at certain periods for the purpose of noting conditions and seeking improvements among the workers.

3. The establishment of an executive council in each district to carefully supervise the wage schedule, and without whose approval no union stamp contracts shall become operative.

I want to submit in reference to this proposition in particular. In an organization of our kind the most ridiculous and absurd weakness that can prevail is where one town or city in a particular locality should be placed in a position where it should offer its services to the manufacturer for less than was paid by the same manufacturer in the locality where he was previously located.

I have no quarrel with any delegates coming from certain towns. I recognize their rights under our present form of government, what we are pleased to term "local atonomy," but I believe it would be for their interest and ours that no manufacturer should be allowed to move from one locality to another for the purpose of securing lower labor cost. As we are at present constituted that weakness certainly exists and I believe it is a duty incumbent on this Convention to eliminate the possibility of that occurrence again. Concerning the city of Brockton there have been half a dozen manufacturers seeking places in surrounding towns where they might operate to their advantage. The burden of their claim was that the outside towns and small shoe centers were more liberal than the cities where they manufactured and that they were able to get a more suitable bill of wages from those different local unions and the result of that situation has been simply to place in competition the workers right in our own organization against each other.

The plan I have proposed means a radical step in the direction only of removing that

weakness which certainly exists and which I do not believe that any delegate to this Convention is going to deny that it does exist. I believe that with an executive council in each district having within its membership a proper representation from the different towns and cities, it would be for the welfare of our organization. I do not believe that the establishment of such a council would be for the purpose of working against the introduction of union stamp contracts. If it is reduced to a point where peace will rest wholly upon the basis of that statement it resolves itself finally into the question whether we have the confidence of our membership to do their business or not. I for one believe we have, that there is business ability, interest and loyalty enough in the organization to adopt that particular form. I believe that it will be conducive of the very best results and I certainly hope and trust that if this Convention will not see its way clear to adopt the proposition which I have proposed here, that before it adjourns, at least, it will certainly take a step in the direction of removing the weakness which I have pointed out.

I do not know whether a motion to recommit is debatable or not. I have been accused here of being up to my old tricks of making a few remarks and then shutting off debate, but this is the only way in my judgment we can properly get this matter before the Convention. If it is not declared out of order, I am going to make that as a motion, that the matter under discussion be recommitted to the Committee on Constitution, and that the proposition which I have made be referred to them for their consideration, they to make a report back to this Convention.

President Tobin: The chair sees no reason why the motion should not be entertained, therefore the motion to recommit is before the house.

Delegate Tateman, 68: I am inclined to oppose Brother Meade's motion to recommit, for this reason, the subject matter before this Convention has been pretty thoroughly discussed, and I believe this Convention could take a vote on this proposition one way or the other, and should the Convention decide to accept the committee's report, which is un-

favorable upon the subject matter before us, I would then entertain, or I believe the Convention would entertain Brother Meade's suggestion, and have that referred to the committee and let us consider it. I am not going to speak on the merits or demerits of Brother Meade's proposition, because I have not had sufficient time to consider it. I think the proposition that has been before the Convention for the last half day at least ought to be settled one way or the other. To my mind Brother Meade's plan is really not a part of this, and after this question is settled here today, we will be in a position to take up Brother Meade's proposition and decide that on its own merits, but I do not believe a motion to recommit ought to carry.

Delegate Studley, 44: I am not in favor of recommitting the proposition, although I agree that Brother Meade has brought us a substitute matter which appeals to me in a great many ways. I am in favor of a certain form of district organization, but I am opposed to the plan before us. For that reason, I hope the motion to recommit will not pass.

Delegate Dullea, 205: I am in favor of the recommendation or suggestion of Brother Meade to recommit this question, for the reason that I believe that all questions coming before this Convention are not understood and comprehended by the delegates here until more or less discussion has been indulged in on the subject. There is no delegate in this Convention who is egotistical enough to believe that he has the simon pure cure all method for any proposition that may be brought before the Convention.

When subject matter or amendments to the constitution are before the Convention submitted by a delegate, it is for two purposes, the principal one being, of course, that it is an improvement to the present order of affairs, but if he finds, in listening to the discussion that is brought out by the introduction of the amendment, that something better, something more of an improvement to the present order of affairs is brought forward, I think he will agree at once that it should be recommitted to the committee so that the substitution of the amendment offered by other delegates should be entertained, so we might get before

this Convention, that, which the majority of the delegates are in favor of. That, to my mind, is the only proper course to pursue in order to get a proper constitution upon which a majority of our members throughout the country, at least may agree and work in harmony with.

Now, Mr. President, I have listened with much interest to the discussion pro and con upon this subject, and I find that we have been told that the objections against the member's amendment to the constitution, as submitted by Delegate Chatterton, is that it is a step backward, and it has been pointed out to us in eloquent language, that it would be an impossibility for us to do business upon any other plan whatever, except the one now in existence. We have also been told that if this organization hopes to succeed, that it must without the slightest change continue. Now I do not believe that is true.

While I am in favor of the original proposition to this Convention, I am still willing and am in favor of the matter being recommitted to the committee for the purpose of improving, if possible, at least giving the committee an opportunity to present, in the proper form what some other delegate to this Convention may think is an improvement upon the proposition which is now before the house. For that reason I hope the motion to recommit will be carried; that the committee will bring in its report as soon as possible so that the Convention may take the matter up again.

Delegate McMorro, 141, moved that Brother Harry J. Skeffington, who has been sitting in obscurity in the rear of the hall, be escorted to the platform.

Adopted.

Delegate Lovely, 25: I have no objection to the introduction of the matter submitted by Brother Meade, but I am opposed to recommit this entire matter to the committee because of the fact that if you do that the report of the committee will reopen the entire discussion after the matter has been fully discussed, and I do not believe the Convention should waste so much time in going over the same thing over and over again.

It does seem to me, however, that the proper thing to do is to vote upon

the original motion, and if, as already stated by the secretary of the committee, it is voted down, then Brother Meade might properly offer his proposition and have it considered in the regular way. I do not believe further discussion is necessary because I think the majority at least of the Convention are satisfied that the matter has been thoroughly discussed, and we are prepared to vote on the original motion.

Delegate Laird, 35: The objections of the last speaker are not according to precedent. I believe in this Convention, the committee have reported substitutes for the matter submitted to them, and I believe it is intended that this shall be done in this instance, that that committee shall report back to this Convention a substitute for the original matter, and as that precedent has already been established, I hardly think the objection is valid.

Delegate Whaley, 15: It hardly seems to me that a body of men like this one would hesitate to set aside the precedent which they have established, and which they had afterwards found worked to their disadvantage. I have in mind the matter which was discussed yesterday. We discussed a resolution, I think, on victimization, and after discussing the subject for two hours at least, it was referred back. Now the probability is that everything said for and against that proposition will be rehearsed before this Convention, and that is one precedent which has been established, and it looks as though it was going to continue. We took all yesterday afternoon on the resolution which is proposed by Brother Meade, to be recommitted. If we are to follow up that precedent and to exercise it as in the past, the probability is we will sit here all summer and a great many delegates would like to be home. I am not in favor of recommitting the resolution.

Delegate Robinson, 32: I wish to say that I desire to call the delegates' attention to a statement made yesterday that we desired this Convention to go on record in favor of some form of district organization, and that a committee be appointed to work out a district form of organization in detail. I believe if this is recommitted that your committee on constitution can work out a report that will

be satisfactory not only to those of us who favor a district form of organization, but much can be worked out in a manner that will be satisfactory to this Convention, and that the whole matter will not again have to be rehearsed and debated here at great length, but it will save the time of this Convention to have it recommitted and that much less debate will take place on the matter if it is recommitted than will if it is left before the Convention, and those who desire to again speak on this form of district organization present their arguments to this Convention.

I hope that it will be recommitted and that this committee on constitution will take the whole matter and work out a substitute report, or another report that will be perfectly satisfactory to this Convention.

Vice President Lovely in the chair.

President Tobin: It has been very correctly stated by the first speaker this morning that this subject has been very thoroughly discussed. There are still many things, however, that might be said upon this question. I am going to confine myself as closely as possible to show reasons why it should not be re-committed. When you are dealing with a vital principle and you set up some plan to straddle that principle, you are on very dangerous ground. I have noticed a tendency in our conventions to adopt that mode of procedure, and it has the effect of lending encouragement to that plan of organization, which under any and all circumstances undertakes to sidetrack great principles and substitute matters which are entirely foreign to a correct mode of procedure. The district form of organization is either good or bad as a principle. If it is bad let us say so in no uncertain terms. Let us not adopt a proposition which is one-half good and one-half bad and then drift along under that haphazard method until another convention is held, and then we are at a war of words at that time as between districts.

I am going to give you a few reasons why that form of organization as presented by Delegate Meade would be unsound. I hope the day will come when our organization can hold district conferences and do it with safety to the organization, but my experience with district conferences has been that they have been

called for an apparently good purpose and used for a purpose entirely different. I have in mind a conference which was held in Boston, known as the New England Conference, on Feb. 26th last, called for the purpose of promoting harmony, organizing unorganized districts and advertising the union stamp, and I submit that any one of the three purposes would be sufficient to engage the serious attention of the Shoe Workers throughout this entire country, if they would devote themselves to that particular work, and the three problems combined in the conference would certainly call for the best efforts and the most intelligent action of a conference of that kind.

We in the General Office had reason to believe that there was something different intended through this conference, and for the purpose of testing the sincerity of the delegates and ascertaining to what extent the good of the organization was intended, we sent out a circular to the local unions of our organization in New England urging them to send delegates to this conference. Some of the local unions that had already decided not to send delegates reconsidered their action and sent delegates to the conference. The conference was arranged many weeks in advance, and the day previous to the conference the General Officers received an invitation through the kindness of the agent of the Lynn council, getting a motion through the Lasters' Union there that the General Officers be invited to the conference. The conference opened at 12 o'clock Sunday noon, and for four straight hours there was not a single word mentioned about the union stamp, about organizing the unorganized or about promoting harmony. That was the last thing to be thought of. The four hours were devoted exclusively to mud slinging of a great deal more pronounced nature than we have heard in this convention, and during all that period not one single word for constructive work was uttered. If that conference was called for the purpose which was set forth, I contend that the first thing to do would be to extend the hand of fellowship to every man and woman in that

conference. And good fellowship would be present and would be evident to everybody, and then there should be something done in the way of resolutions providing for more and more stamp advertising, more and more harmony, and how we could organize unorganized districts. But that conference assembled without preparation of any kind in the way of resolutions. It was, in my opinion, a flat failure as a conference for the announced purposes for which it was called.

This was followed by two other conferences at later dates, the numbers attending the two later conferences being very much diminished. I understand the discussions there were not different from the discussions in the first conference, and as we were not honored with an invitation to the two succeeding conferences, I am unable to say what particular work was done, aside from the adoption of certain proposed amendments to the constitution to be considered at this convention.

There was a statement made here yesterday, and it seemed to be stated as a fact, that the union stamp demand has fallen off. I believe I am in as good a position to determine the measure of union stamp demand as any man in the organization. The work of advertising the union stamp emanates from headquarters and we are in pretty close touch with what is going on, and I say to you that the union stamp demand has been steadily gaining, not rapidly, however. For the past two years there has been somewhat of a stagnation as compared with the preceding two years, but still again, and I prove my statement by the fact that while we have diminished in the number of local unions, we have increased in the number of members in the unions where their members are employed in union stamp factories, and I think the volume of business going out of the union stamp factories is the best evidence of the progress of the union stamp.

The statement was also made here that it was believed that notwithstanding the fact that there is only a limited number of manufacturers making women's shoes bearing the union stamp, still the supply was

greater than the demand. I say to you that the demand for women's union stamp shoes is one hundred-fold greater than the supply; that the possibilities of union stamp demand on women's shoes are very great. I find that while a great many of the women do not care much about the union stamp, there are still a great many who complain that they cannot get the shoes they want, ladies' shoes bearing the union stamp. That is absolutely true. I get many, many letters from retail dealers asking for information where they can get union stamp shoes, and I have to refer them to D. Armstrong & Co., Rochester, N. Y.; Wichert & Gardiner, Brooklyn, N. Y.; D. A. Donavan, Lynn. George W. Herrick & Co., Lynn, and a few others, and then we have the string played out. We write to them and say that dealer so and so wants union stamp shoes, and we get an answer from the manufacturers saying it is impossible for them to take on new trade. They are crowded with orders beyond their capacity. Then I get a letter from the dealer after recommending certain manufacturers, saying: "I wrote the manufacturer and he tells me he cannot supply me with the goods." That is the condition, and our work lies in the direction of further creating that demand and making it so strong that the manufacturers will eventually come into line.

Why don't the shoe manufacturers making ladies' shoes fall into line as did the manufacturers making men's shoes? First, for the reason that the shoe manufacturers do not know how to measure the possibilities of the union stamp demand. The Douglas Company was the first large concern to adopt the stamp on men's shoes, and Mr. Douglas told me repeatedly that he did not care about the union stamp at all, that he believed the working people did not wear the shoes. All he wanted was the arbitration contract, and after the arbitration contract was made he said: "Inasmuch as I have the right to use the stamp, I will use it, if you will let me put it in the inner sole, on all the shoes I make," and that was conceded by the General Executive

Board that he might put the stamp on the inner sole, which was the first firm to adopt that method of stamping the shoe. You have seen the result. The Douglas firm has increased from 600 hands in 1898 to 3,000 hands at the present day. The Geo. E. Kieth Company, also of Brockton, have now four factories in Brockton and one in Middleboro, and every other factory in Brockton, yes, every factory in Brockton, has increased their output and the earnings of the shoe workers have largely increased, and their volume of work has been one continuous round of work from the beginning of the year to the end, with very few interruptions during stock taking.

We have spent altogether too much time in dealing with the wage question. We have considered that the wage question is the all important thing to be considered. I say, and I have said it thousands of times, that while wages are to be desired and to be secured at the earliest possible date, I say the surest way and quickest way to get good, substantial wages is to put off the wage question and attend to the work of organizing first. Organizing can be accomplished through the union stamp as a trade factor. If the manufacturers of men's shoes had been let alone as regards the wage question, at least not pressed as far as they have been, the manufacturers of women's shoes would have seen the advantage of doing business with the Union, and they would have taken on the union stamp, and we would have got them to adopt the stamp one after another.

If we follow the policy of raising wages to the highest notch in the union factory while they remain at the lowest notch in the non-union factory, that difference between the two means a substantial business for the non-union factory and diminished business for the union factory, and our eventual injury.

To refer this proposition back to the committee is to say in substance that we believe to some extent in the district form of organization. It is impossible to divide this organization even into two districts without hazarding a very great chance of its failure.

I submit to you that it takes the most strenuous work upon the part of this convention, and upon the part of the Executive Officers of the organization, when we are not in convention to hold this organization on an even keel and keep it headed for the goal which we set out to accomplish. It takes courage, it takes the life-blood out of those who are charged with that duty, because the bloodhounds of the union-destroying organizations of this country are constantly barking at our heels, and have secured and have the encouragement of those of our members who do not believe in our form of organization as declared by our convention and who for one motive or another attack the organization and attack the integrity of the organization, and especially the integrity of its officers, and that makes it impossible for us to make the degree of progress which we would otherwise make.

If it is so difficult, as you must agree it is, to keep this organization on safe lines, as we find it here, how much more difficult is it when we are not guided by the intelligence of the organization as here assembled. When you take all the delegates here and scatter them to the four winds in the local unions in which they are members, you must then realize how insignificant is their influence in operating upon the minds of rank and file of the membership who do not understand what is the matter with them except that they groan under the burdens which they bear. They look to us for relief, and it is the duty of every member of the organization to rally to the convention and to its declarations, and to do it so unanimously and so loyally that there will not be a single non-unionist in this country that can point the finger of scorn at our organization. There are many who are now encouraging non-unionists to remain away from the organization, and the result is we do not make that rapid progress which we might make. If it is so difficult to keep on the right course with one organization and one policy, and with one district to cover the United States and Canada, would it not be twice as difficult to keep

two districts on a straight line? Would it not be more difficult still to keep three districts on a straight line, and if you have eight districts, as you propose, your troubles are multiplied eight times over and you would never accomplish anything except destruction. Why is this so? Because of the very disposition manifested here to straddle important questions. Divide our organization up into districts, giving some person who may be elected, control of that district, owing his election to the rank and file of the membership, and how many men can you find, even in this convention, who dare to hold convictions and give expression to them against the unanimous or anything like the unanimous sentiment of the rank and file of the membership to whom they owe their office? I find in all my experience that good men, men of sound judgment, men who can see a problem to almost finality, hesitate to express their opinion for fear of the criticism of the rank and file. How many men can you find in this convention who have the courage to stand up and face a large room of men and tell them when they are going wrong? We have found times without number that men of extreme popularity in their own district appointed to the organizing staff of the General Union immediately are turned down and condemned as men not worthy to be the organizers of the General Union, because they are not popular in their own district, and those same men have been men that have been trusted by their own local unions up to the very point of their being appointed as general organizers of our organization.

The statement was made yesterday that a member of the General Executive Board was appointed from a certain district in this country who could not be elected outside sentinel in his own union. I have looked the field over and I have reached the conclusion that Brother Alvsten House of Lynn is the man referred to. I do not have to tell the delegates who he is; everybody knows him, and my conclusion is that there is no more sound trade unionist in our organization that he is, and there is no

man more trusted in his locality than this same gentleman. We have said here with pride that in the city of Lynn is a labor headquarters owned by a union attached to the Boot and Shoe Workers' Union, and if I am not misinformed Brother Alvesten House has been the trusted treasurer and executive officer of that society for many years. He is well known to the delegates here who have attended the conventions of the Lasters' Protective Union, and I ask you whether he is a man that can be trusted or not. I mention this just to show you how possible it is for a man to be a hero today, and, as they say, a dead one tomorrow, and just as soon as a man takes a position in line with his convictions, and they do not happen to be in harmony with the convictions of the great mass of shoe workers, then he immediately loses his popularity and he is obliged if he wants to retain their respect and popularity to get down to their level, and I am sorry to say that a great many are so constituted that they would prefer to live in peace and harmony even at the sacrifice of principle. That is to be deplored, and I rejoice in the fact that we are today getting out of that rut and men are developing every day fitted to lead in this organization.

So much criticism of the organizers has been indulged in here that I must, in justice to them and myself, refer to them just briefly. My purpose, and the sole purpose that I have in mind when an organizer is about to be appointed, is, first, what are his qualifications as a platform man? What are his qualifications as to his ability to handle wage disputes? How does he stand upon the policy of our organization? Does he understand and is he in sympathy with the policy of the union, and I submit to you that I have no right to appoint an organizer who is not a declared disciple of the proclamations coming from our conventions, and I would be subject to severe censure, and even impeachment and removal from office if I dared to appoint a man not in sympathy with our form of organization, as expressed by the conven-

tions, and no man in the organization has any right, even as organizer, or a humble member in the ranks, to belittle the declared policy of this organization under the cloak of criticism. I ask you to size up the organizers in this convention, and those of you who know the organizers who are not here and measure them side by side, man for man, with those who criticise the organizers.

Organizers pile up experience day after day and become more valuable to the organization as time goes on, and it would be a waste of money and a sacrifice of the principles of our organization to have new men put in charge at frequent intervals.

I have a pride in this organization, and I take a pride in it because of the fact that I was a mere instrument, a very humble instrument, in the turning point as between the old form of organization and our present form, and I am proud of the little I have done in the direction of building this organization to its present point, and still I would not hesitate for a moment to surrender the position which I occupy to some man whom I would consider capable, willing and likely to carry out the declared policy of this organization, and I would gladly accept that prospect at any time. Any person who reaches the conclusion that the office of organizer or of General Secretary or General President is a soft snap I think would be convinced to the contrary if they had the office, even for a few months. It is anything but a bed of roses, although there are many things connected with it that are pleasing and encouraging. It has been said here during this discussion that we have had the undivided support of our membership. I wish to the Lord we had the undivided support of one-half of the membership. I wish we had the undivided support of a quarter of the membership, and we would not be here today with 206 delegates; we would have 306 if we had the undivided support of a quarter of our present membership. I mean not simply membership in the union, in the payment of dues, I mean the enthusiastic support which is given to fraternal organiza-

tions, to religious institutions and to other institutions that differ somewhat in their character from the labor movement. The greatest difficulty that I would see in the direction of a practical result coming from several districts would be the inability to select leaders in the district who would conform to any given policy. You could declare in this convention for anything that you like in the way of constitution and policy, and you put that constitution and policy into the hands of eight different men to carry it out in eight different districts, and you would have eight different results. To show you to what extent some men will go in the direction of wabbling from the correct and true path, I will recite an instance, and I would not have done this at all except for the fact that some mud slinging was indulged in here yesterday which I think entirely unjustifiable as well as untruthful. On a certain occasion a certain number of members in a certain factory, and I am not going to mention any names at all, so nobody need be alarmed that there is going to be any exposure-- a given number of members of the union went out on strike because the forelady in that particular shop imposed certain conditions upon them, and those conditions were somewhat burdensome, and were under negotiation between the union and the firm, and while the business agent was in the office of the firm negotiating a settlement, with every prospect of it being settled in five minutes, a certain portion of the shop's crew went out on strike, and the business agent, acting, in my opinion, correctly and entirely in accord with what he should do, came to me at the general office and told me the circumstances under which they left their work. In the discussion of the matter we reached the conclusion that the proper thing to do was to discipline those members with a view to correcting any such thing in the future. We agreed that the best thing to do would be to prefer charges against the offending members and have them tried before their union for the offense which they had committed. That was agreed upon and in the presence of

the business agent I called in one of our stenographers, who is at this convention, and secured the names of the offending members from the business agent, and dictated the charge against each one of these persons, and when the letters were written mailed them to the addresses of these persons, and the next morning when they were received there was, as might be expected, a storm of indignation that the General President had the audacity to prefer charges against them, and to my very great surprise I learned that the business agent sympathized with them in their protest. I submit if it was proper for the business agent to come and report to me, as I think it was under the circumstances, that it would be equally proper for him to take the same position before the offending members, as he did before me, but that was not the end of it. A day or two afterwards the same business agent came to me and said he had got himself into trouble and he guessed I would have to bear the burden, and I have borne it until this day. That is the way those things go, and this is not the only instance of a similar nature. There is nothing, I think, that is more essential than that we are able to depend absolutely upon the word of an organizer or an officer of the union. I would give more a thousand times for an organizer, or an officer, or an agent who was inferior in capacity, but who could be depended upon to tell the truth, and I would not give one cent as compared with millions to a man of exceptional ability along the same lines but having the utter lack of manhood to tell the truth. I think the man who can come forward and tell the truth and stand for that, and nothing else, is much to be preferred to a man of one hundred times his capacity in other directions. Those are things that I look upon as essential, and we must build our organization with men at the helm, local and national, who are beyond reproach in regard to their integrity, and in regard to their reputation for telling the truth. I was pleased this morning when Brother Watson came to me and told me the report in a Brockton paper that he had called me

a liar in this convention was not true. I do not think that Brother Watson has called me a liar. I do not remember that he has in this convention.

The uniformity of policy in our organization is a question that ought to be considered, and considered very carefully, and when we adopt a uniformity of policy we have got to bear in mind these things: that in order to have uniformity we must have uniform conditions; we must have conditions pretty nearly general throughout the entire trade in order to establish uniformity, and what I mean by that is that we may establish legislation in this convention which will fit, we will say, Brockton, our largest organized center, but when we attempt to apply that plan of organization to a place like St. Louis or some other large place, we find it does not fit at all. I find in my experience that the man in Brockton or the men who go to Brockton for employment and are not members of the union, and not immediately taken in to secure a job in the town, will come into the General Office and put up a long story in support of their contention that they are good union men. I say our members in Brockton are entitled to the jobs in Brockton, and it is not for them to take care of wages in Brockton to make a job for you, and you will have to wait until you can get into the union in the regular way. This man will undertake to break into the Brockton union, and they will pay any price in the way of fines or the reinstatement fees for the purpose of getting in there, to work in Brockton.

But you take that same individual and transplant him to St. Louis. What does he do? Does he proclaim his loyalty to the union? No, he defies the union. "I defy you to make me pay reinstatement fees. I defy you to make me pay dues." Even in the union stamp factories they assume that position, and we have had considerable trouble with that kind of workers in the St. Louis stamp factories. The same thing applies all along the line, and the degree of loyalty to the union, of professed loyalty to the union, is measured by the de-

gree of organization in any community. That is, to me, sufficient evidence to say that the statement made here about the suspended members we have, and the reasons why they are suspended is because they have no confidence in our form of organization, is without any foundation. I can remember the time when the dues in the union were 10 cents a week and 10 cents a month, and I can remember when they were 5 cents a month, and the proportion of suspended members was just as large, if not larger, than it is today, and if you made the dues 5 cents a year you would find just as many on the verge of suspension as you find today, and you would have to take out the whitewash brush and whitewash them just the same as you propose here, but I want to say that that whitewash brush has been worn down to the handle, and we have no time to spend in repairing that whitewash brush so that we may whitewash any more.

In considering the adoption of a new policy in this organization, bear this fact in mind: When you go into a tailor shop to try on a coat, you take off your old one; you do not try on the new coat over the old one; that would not be a proper way to fit the coat. You take off the old one and try on the new one. If it fits you and the price suits you and the coat has the union label on it, you buy it, but if all of those requirements do not measure up to your standard of what is a good thing, you take off the new coat and you put on the old one, and you are just where you were when you started in, but when you try on a new form of organization you do not leave the old one standing there to see whether the new one will be a success. You turn down the old form of organization and take on a new one, and you have got to follow that new one and when you find that you have run into destruction you cannot resume where you left off. You have destroyed what you have built up, and I say to you that the fact that we are here today, having an organization such as we have should make us extremely careful when we try any experiments. Some of

our members are inclined to ridicule what they call conservative members and they must have something more radical. I am as radical as most men, but I am radical consistent with judgment. Let me say that there is nothing more dangerous than to heed the clamor of those who want something new, who want a change, simply for the purpose of having a change, and the methods by which they undertake to achieve that end are questionable and the man or woman who stands before an audience either here or in the local union and does what we call playing to the gallery is a man or woman that you must look out for. The best way to judge of the merits of a proposition is, watch closely the line of argument pursued by the advocate of that proposition. If he appeals to your intelligence, lays down to you a logical proposition, presents his argument logically, base your conclusions on the soundness of his position; but when he appeals to something different from that and has to bring up not arguments but denunciation of somebody else instead of the merits of the proposition and plays to sentiment rather than to practical things in life, then that is a dangerous person to follow, because a sound proposition does not have to depend upon any such methods as that; it will speak for itself. I have depended upon nothing else in my administration of the organization, in every place, upon the soundness of our position. If I depended upon eloquence I would fall far short, but I have depended upon the soundness of our position, the possibilities of our plan being carried out, and on these lines alone I work, and I think those are the only successful lines. I could very easily play policy with our membership and mislead them with false promises, I could go to meetings of the union and I could tell them what they ought to have is not \$2 per day or \$3 per day, but I could tell them, "I stand with you if you will go out on strike and our union will pay you \$10 a week until you win this strike, and we will pay you \$10 a day after the strike is won." I have seen men stir meetings off their feet with arguments along that line, telling them

extravagant stories about the resources of our organization and the amount of support they would get. In the old days when we had a poverty stricken organization promises were the only thing we could use.

You have before you now a proposition to re-commit this entire subject matter to the committee for the purpose of bringing in some proposition which might straddle this principle. I say, do not do that. You have this proposition before you today on the straight question of whether you will adopt the district form of organization. If you believe in district organization, well and good; vote for it, and vote against the report of the committee, but if you do not believe in the district policy, vote to sustain the report of the committee. To re-commit this means that you are one-half or quarter or to some extent favorable to the adoption of that policy or to the possibility of the adoption of such a policy in our organization. Do not do it.

Delegate Robinson, 32: The man I referred to in Lynn was not Alvesten House, but William Jackman. William Jackman is well known to every delegate from the city of Lynn, and he was the man I referred to who was elected as a member of the General Executive Board when he could not get elected even to outside sentinel in the union to which he belonged.

President Tobin: I accept the correction.

Delegate Lynch, 192: I am heartily in accord with submitting this matter to the committee, for the reason that there are a number here who believe in a certain form of district organization. There are some who do not believe in the form that has been submitted here and desire some change in it, and it seems to me that is the only logical way, and I can see no valid objection to its going to the committee, that the committee may report something that would be acceptable to each party in this convention, and if they brought back something that would be considered by all constructive there would be no necessity for any lengthy debate after the matter had been submitted back to this convention.

Speaking of a uniform wage, it seems

to me that is the object of the organization as laid down in the General President's report. He says that we want an equitable distribution of wages; we want to bring the lowest up. And yet in the next column he says the margin of the manufacturer is so small that we could not expect any increase, notwithstanding the fact that the manufacturers in the state of Massachusetts in 1904 had 42 per cent of the total value of the product of the shoe industry to divide into the running expenses and the profit of their industry. In 1905 they had 45 per cent of the value of the total product. Notwithstanding that fact, our General President says it is an impossibility for us to expect an increase in the portions of the industry where the wages are high. That is all I will say; I simply submit to you whether you believe as working people that you should not receive a larger proportion for your labor than 55 per cent of the total value of the product of the shoe industry in the state of Massachusetts.

It seems to me that in order to have a uniform price in a district that it is necessary to have men in that district who can devote their entire time to that district and try to bring up that part of the district that is lower than Brockton, for instance, Middleboro and other places where the wages are lower than they are in Brockton. It seems to me that the best way to bring wages up would be to have a man on the ground who thoroughly understood conditions in Brockton and also understood conditions in the other parts of the district.

The General President says that the rank and file of the organization look to us for salvation. They certainly do look to us for salvation, and I believe that the rank and file of membership in the district I come from, particularly the majority of the 1,500 lasters whom I represent, are desirous of some change in the policy of the organization, and I want to state that they are not destructive. We are not destroyers; we are not here for the purpose of trying to pass legislation that will disrupt the organization, but we believe that there are some defects, and I believe we have a right, as

members of this organization, in our humble way, if we see what we believe to be a defect, we have the right to say so and try to remedy it.

The General President said, if you are going to try on a coat you would have to take off the old one. That is true, but a man does not discard a coat until it is worn out. If that coat fits you pretty well, looks well, and there are but one or two stitches in that coat that have broken away, it is not necessary to discard that coat and buy a new one. It seems to me that it would be better to have new stitches put in where the old ones had given away, and I believe that is applicable to this case. I do not believe it is necessary to destroy what good there is in the present policy by adopting the other one. I believe the good things in the present policy might be maintained, but I believe, and he has admitted, that there must be something wrong in the policy of the organization when he says: "I wish I had the undivided support of one-quarter of the membership of this organization." I want to submit to this convention, and I want to ask the General President if he believes that he would not get the undivided support of more than 25 per cent of the membership if there was not something wrong in the policy.

I believe that the rank and file are willing to give their undivided support if there is anything that they can do in order to build it up. In the city of Brockton, while I will admit there have been many conditions changed to better the workers in that city, we have had to fight every inch of the ground to maintain prices that we established before this organization came into existence. I know in my department we have not asked for increases in the last two or three years, with the exception of one or two instances. Our contention and our fight has been against reductions. I submit that as a positive fact. I do not want to make any mis-statement here. I am not here to make mis-statements; I am here to try to tell what exists in my part of the industry as truthfully as I can, and if the lasters could maintain the prices and

conditions that they had attained three years ago there would be no necessity of any trouble in our city.

As I said, I am not going to take up a great deal of time. The radicals, of course, are the ones who stand for a change, and while I am not sorry to be classed as a radical, I am sorry that the impression seems to be that those desirous of a change are the ones who are desirous of breaking up the organization. I want to say this, and I firmly believe it: that the so-called conservative man in this convention today is the dangerous man, for this reason: I believe we must have some change in our contract and in our Constitution, and I believe the man who is so conservative or is so firmly convinced in the present policy that he may be termed a "stand patter," that man is the dangerous element in this convention today.

We come here for the 1,500 men who sent us here to beg of you to give us some little legislation, some changes in our Constitution that will further protect the membership in this organization, and give us some changes in the contract that I believe should be made, and if you stand on this floor and say that this organization cannot make any changes and live, then you admit that the organization is too weak to live anyway, whether you make changes or not. If you cannot make a slight change that will be of material benefit to the membership, then I say that membership will not stand long under the yoke they have carried for the last two or three years. against their will. I submit that as a fair proposition.

Now, we beg of you to do something for us. We do not stand here and ask you to legislate anything that will be destructive. We want you to legislate something that will be constructive, and will materially benefit those in our district, and when I say that I do not want you to understand me as saying we have received no benefit. We have received many benefits, but there are many shortcomings in the organization, and it seems to me that the General Officers and those who are the stand patters

should realize it, and I say, let us come together. let us who believe in the present policy come together and consider some form that will be acceptable to those who have sent us here. Let us meet on some common ground that we may stand on, that will bring something that will be of material benefit to the members in that part of the country that I come from.

I hope this will be referred to the committee with the intention that there may be something brought back and submitted to this convention that will be acceptable to us who are called the destructionists.

Delegate Abbott, 99: Favored recommitting the resolution to the committee.

Delegate Gibson, 32: I am in favor of a change in the form of organization. The argument that has been made in favor of upholding the present form of organization has made me more convinced. As stated in this convention yesterday by Brother McMorrow, speaking in favor of the present form of organization, and as has also been stated this morning by Brother Tobin, that he today could go into shops where eight years ago he would have been thrown out, he endeavored in his address to this convention yesterday to show, as Brother Tobin has endeavored to show this morning, that the wage question is not the question before the people today; that it is simply a question of organization. I submit to this convention that it is most essential that the mode of organization should be considered, but at the same time I submit that unless you can convince the rank and file and the shoe workers of this country that you are going to better their economic conditions, provided they become affiliated with this organization, that it will be simply an impossibility to get any degree or form of organization.

I am in favor of this change not only for that reason; I am in favor of this change because I consider that the Boot and Shoe Workers' Union is becoming more autocratic every year, and I submit that where autocracy has ever developed to any great degree, and you can go, if you please, back into history, wherever that autocratic power

has been felt it has been the radical element that has changed conditions for the better. You can go back, if you please, to the time of the Roman Empire and you will find that it was the autocratic power of the aristocracy at that time which brought that mighty empire to the ground. You can come nearer home, if you please. You can come right to the very country we stand in, and you find that the people in this country rebelled against the autocratic power of Great Britain, and it was the radical element of that time who bettered the conditions of the people of this country.

I make this argument to show that the statements made in this convention are unfair, that the statements are misleading to the working class, that it is the conservative element that is keeping the organization of this country intact. I say it is the radical element that sees the dangers of the present form of organization. It is the radical element that has the courage to stand up and say that these changes should be brought about. They are the men and women who want to preserve the organizations of this country.

There is one other argument I want to make. I believe you will remember the first time I spoke in this convention since we have assembled I made an argument that the organization of the employing class of this country is becoming so strong that it necessitates a change on the part of the working class if they can ever hope to battle with those people.

For these reasons I am in favor of submitting this report back to the Committee on Constitution for the purpose of seeing if something may not be done to bring about changes which will accrue to the benefit of the shoe workers of this country.

Delegate Matthews, 160: I am opposed to this matter being referred back on the ground that, in my opinion, it was not the shoe makers of Brockton that built up this organization that we hear so much about. In my opinion it was the present form adopted by the Boot and Shoe Workers of advertising and creating a demand for the

stamp. I believe this union should put men in the centers where the shoes are worn and agitate that stamp. The manufacturers of men's shoes are to a degree organized, but on the other hand look at the manufacturers of women's shoes, and where do they stand? The reason is the agitation going on among the different organizations educating those men who are organized to demand shoes with the stamp. If we could bring the same influence upon the women and get them to demand the stamp upon the women's and children's shoes, we could organize the districts that manufacture women's shoes, and I am in favor of the present system of organization.

Delegate Lowell, 69: I stand in favor of recommitting, and I am satisfied to let my argument rest with the statement of our General President. He agrees that less than 25 per cent of our organization do not stand by it. I submit to every delegate here that no organization, no matter whether it be political, economic or otherwise, can expect to live when less than 25 per cent of the membership do not stand for it.

I submit to you, Mr. President, that the people who stand on this floor defending this change are not destructive members of this organization, but they are men who are tried and true workers for years and years in the labor movement of this country, and while it is not necessary for a man to tell how many years he has been connected, I would just as soon tell you that I have carried a card for twenty years, and have been an active worker in the organization since that time. I think the work of the leaders in the little town of Whitman will show as to whether or not we are destructive or constructive members of this organization.

I submit to you that unless you give the shoe workers of the rank and file some relief, sooner or later you will have a repetition of what you had in Brockton last spring.

I submit that the district plan of organization does in no manner attack the administration of our organization. It is simply

an endeavor to bring our members in closer connection with one another, and see if it is not possible to educate them up to a degree whereby when legislation is made at conventions they will at least be familiar enough with it to accept it and put it into working operation. Under our present form of organization the little unions in Whitman and Weymouth, ten miles apart, are just as far apart as they are from the unions in St. Louis or San Francisco.

I think it is unfair to stand on this floor and argue against district organization, with the argument that it is to destroy the present policy of our organization. To be sure, we advocate some changes, but they do not apply to this proposition as I see it. We simply advocate the election of our General Executive Board members by districts, and I submit the argument that I made, on the floor of the Detroit convention four years ago, which is just as good now as it was then, that we simply ask the privilege of voting for people whom we know, and I have no reason to suppose that when we have elected our two members next September for the state of Massachusetts there will be any change. I simply submit that the rank and file of that district would be better satisfied and anybody who ever counted votes in the national election of this organization will admit that from the way the votes are cast, certainly the people do not cast an intelligent vote. The only way you can educate people and make them become thoroughly loyal to the organization is to place them in closer connection with the organization, and when you can submit people to them to vote for whom they know, and give them a chance to exercise that privilege, they naturally take a more sincere interest in the election than when they have to vote for men they never saw, never heard of and never expect to see. I submit the proper thing to do is to refer this back to the committee.

Delegate Nolan, 48: I am opposed to referring this back to the committee, and I wish to go on record as stating that local 48 is opposed to this form of organization, almost to a man, notwithstanding the state-

ment made by Delegate Lowell. I do not wish to expose my age by telling how long I have been in the labor movement, but I can remember back to 1898, when the last-ers of Southeastern Massachusetts formed a district for the purpose of uniforming wages. Brother Lowell and I were working in the same shop and we had remarkably good jobs. Brother Lowell knows the outcome of that struggle. If he does not remember it, I do, and I will never forget it, and I do not believe there is a laster who was in that struggle who ever will. We had a fairly good organization at that time in that district. After the struggle was over, I ask Brother Lowell of Whitman, or Brother Watson of Brockton, or any of the older brothers who were in the struggle, what kind of an organization they had after the strike was over, and how it was settled, and who brought the men back to the shops peaceably, and not like a disorganized mob. I do not wish to go into any personal arguments in this matter, but I wish to state that in my opinion this district organization in almost any form outside of district councils or central labor unions will be a detriment to this union.

Delegate Holmes, 192: I hope this matter will be sent back to the committee. I think it is possible there are a great many delegates here who do believe in some form of district organization, but still cannot consistently vote on the proposition before the house. I think this district form of organization would have the effect of bringing the membership together in closer connection. At the present time we do not know scarcely what they are doing in Rockland and in Braintree, or what the conditions are. I see nothing in the whole matter that is incompatible with the general plan of organization. It does not touch in any way the arbitration contract. That would still be just the same as ever. It is a plan for the purpose of further strengthening the organization and making the membership more solid than it was before.

A brother in the rear made some reference to the fact that Brockton had nothing to do with the upbuilding of the union

stamp and the organization. I wish to submit, Mr. President, that after the time of the Rochester convention the whole country was up in arms against the change that took place at that time, and the union in Brockton which I represent was the only one in Brockton that stood loyally by them.

I would state that for a number of years there was no man or woman on the floor of this convention who was a closer follower of the General President than myself. I was called one of the conservatives, and I followed him all along in his policy. I believed he was correct, but when I saw wages reduced time after time I could see no way to understand.

The General President has made the statement that we were inexperienced. We have had some experience. Among the delegates which I represent, one registry number is 253. My own is 207. I mention this to show that our connection with the organization dates back almost to the time of its beginning, and there is no reason why we should not be just as close followers of the General President now as we were then.

I hoped that the General President, in his wisdom, noting conditions in the district which I came from, would be the one to propose here this change, and to remedy conditions, but the only change the General President has proposed to this convention is the building up of bars around the membership so they could be kept in stricter discipline. There is nothing whatever proposed that would tend in any way to increase wages or better conditions. The present policy has had a fair trial. I submit that seven years is a fair trial, and after waiting seven years we are now asked to wait another seven years. I hope, Mr. President, that this matter will be sent back to the committee.

Delegate Higgins, 48: Moved the previous question.

Adopted, 108 to 64.

Delegate Dullea, 205: Asked for roll call

Vice-President Lovely: The motion for a roll call vote is out of order.

Delegate Regan, 192: I wish to be recorded as protesting against the decision of the Chair against a roll call vote.

Delegate Ford, 192: I also wish to be recorded as protesting against this decision.

Vice-President Lovely: The motion before the house, and the only thing before the house, is upon the motion of Delegate Meade to recommit.

Delegate Laird, 35: I wish to ask the Chair if he decides that this convention cannot decide how that vote shall be taken, by hand ballot or roll call.

Vice-President Lovely: The decision of the Chair is that on a motion as to whether the previous question shall now be put or not, and carried by a majority of the entire convention, is not subject to a roll call.

Delegate Laird, 35: I shall appeal from the decision of the Chair. I desire to state my reason. My reason is that the proposition of a roll call does not interfere with the previous question being called for. It simply states in what manner the vote shall be taken, and I believe a call for a roll call is always in order on any question submitted to the convention.

President Tobin in the chair.

President Tobin: The question now comes upon the appeal from the decision of the chair, which is that a vote has been taken upon the call to order the previous question.

Vice-President Lovely: The reason the Chair decided as he did, and believes that he will be borne out, not only by Cushing's, but all the manuals, is that a motion for the previous question has no other purpose than to decide as to whether or not a majority are ready to vote on the original motion, and from the fact that the motion was passed by a majority of all the delegates recorded on the roll, not only a large majority of those voting, that motion has been wholly decided and requires no further action.

President Tobin: Shall the decision of the Chair stand as the decision of this convention?

Decision of the Chair sustained, 118 to 45.

President Tobin: The question now before the house is upon the motion to re-

commit to the Committee on Constitution. Roll call was requested, and there being a sufficient number, it was ordered, with the following result:

Yeas—Townsend, McAvoy, Chatterton, Murray, Robinson (32), Gibson, Batchelder, Moore, Hasty, Ford (35), J. W. Kelley (35), Saunders, Laird, C. A. Kelley (35), Russell, Moriarty, Costello, Sullivan, McDonald, Chubbuck, Meade, Harrington, Keating, O'Connell, Lyon, Casey, Hatch, O'Boy, McCabe, Moran (44), Talbot, Sweeney (44), Shoughrow, Sweeney (69), Lowell, Kearns, Kane (74), Barry, Dahlquist, Wood, Smith, Carver, Abbott, Buckley, Hallinan, Bump, Chevigny, Kenney, Monaghan, Byrne (118), Mottau, McGaughey, O'Brien (122), Elphinstone, Kelley (143), Madden, Hickey, Lynch, Holmes, Watson, Regan, Toomey, Cantwell, Collins, Ford (192), Dullea, Lovett, McCarthy (205), Ahern, Steele, Bowe, Frazier, Clark, Ronald, Lappin, Engler, Ryan (278), Dumas, McCarthy (365), Rooney, Brown, O'Brien (365), Naves, Cole, Mackins, Connolly, Cushman, Tyler, Condon—89.

Nays—Baxter, La Fleur, Bly, Langland, Woodbury, Garfield, Vaughn (6), Martin, Martindale, Schaeffer, Whaley, Boyle, Howes, Luippold, Perry, Dunham, Raymond, Staples, McGuiness, Lovely, Campbell, McMillan, Sicard, Perkins, Dwyer, Emery, Stack, Butler, Duffy, Studley, Upton, J. O'Brien (44), C. O'Brien (44), Monks, Geary, Minihan, Kane (48), Nolan, Gallagher, Conant, Higgins, Leary, Hannan, Hughes, McManamy, Bury, Tatem, Nitsche, Anderson, Chandler, McQuaide, Farrell, Cosgrove, Kuehn, McMorrow, Flynn, Meyers, Wartusch, Mathews, Gillen, Healy, Flahive, Schmidt, Kaspar, Miller (222), Schaffield, Turner, Byrne (225), Gimblett, O'Dell, Crump, Stewart, Epps, Lesperance, O'Reilly, Paulin, Bildeau, Corcoran, Poland, James, Clough, Edmonds, Murphy, Leighton, Lee, Marazzane, Ware, Rohrdantz, Lydon, Ostrander, Kregger, Stanton, Ryan (338), Moran (341), French, Godfrey, Gunville, McIsaac, Vaughn (363), Weitler, Hebert, Conners, McEvoy, Kreuser, Marshman, Pratt, How-

att, Miller (419), Barbeau, Martel, Robinson ("O"), Hopkins—112.

Motion to recommit lost, 89 to 112.

President Tobin: The question now comes upon the adoption of the report of the committee, which is non-concurrence. The previous question having been ordered, carries with it the entire matter before the convention, the motion to recommit as well as the committee's report. There is nothing in order now except to vote upon the report of the committee.

Delegate Dullea, 205: Point of order. The decision of the Chair is not well grounded. The question called for was to recommit, not the report of the committee.

President Tobin: The Chair rules that the adoption of the previous question carries with it the obligation to vote upon the entire subject matter, and includes the previous question and all its subsidiary questions.

Delegate Dullea, 205: I respectfully appeal from the decision of the Chair, in that part in which he refers to the original proposition of the report of the committee, and I ask a roll call vote on the appeal from the decision of the Chair.

Roll call was ordered, with the following result: To sustain the decision of the Chair.

Yeas—Baxter, La Fleur, Bly, Langland, Woodbury, Garfield, Vaughn (6), Martin, Martindale, Schaeffer, Whaley, Boyle, Howes, Luippold, Perry, Dunham, Raymond, Staples, McGuiness, Lovely, Campbell, McMillan, Sicard, Perkins, Dwyer, Emery, Batchelder, Meade, Harrington, Keating, O'Connell, Stack, Lyons, Butler, Casey, Hatch, Duffy, Studley, Upton, J. O'Brien (44), C. O'Brien (44), Monks, Geary, McCabe, Moran (44), Talbot, Minihan, Kane (48), Nolan, Gallagher, Conant, Higgins, Leary, Hannan, Hughes, McManamy, Bury, Tatem, Sweeney (69), Kearns, Barry, Dahlquist, Wood, Nitsche, Anderson, Chandler, McQuaide, Hallinan, Bump, Chevigny, Farrell, McGaughey, Cosgrove, Elphinstone, Kuehn, McMorrow, Kelley (143), Madden, Mulryan, Flynn, Meyers, Wartusch, Mathews, Gillen, Healy, Flahive,

Schmidt, Kaspar, Miller (222), Turner, Schaffield, Byrne (225), Gimblett, O'Dell, Crump, Stewart, Epps, Lesperance, O'Reilly, Paulin, Bilodeau, Corcoran, James, Clough, Edmonds, Murphy, Leighton, Lee, Marazzane, Ware, Rohrdantz, Lydon, Kreger, Ostrander, Stanton, Ryan (338), Moran (341), French, Godfrey, Gunville, McIsaac, Vaughn (363), Weitler, Rooney, Brown, O'Brien (365), Naves, Cole, Mackins, Connolly, Hebert, Conners, McEvoy, Kreuser, Marshman, Pratt, Howatt, Miller (419), Barbeau, Martel, Robinson ("O"), Hopkins—142.

Nays—Townsend, McAvoy, Chatterton, Murray, Robinson (32), Gibson, Moore,

Hasty, Ford (35), Saunders, Laird, J. W. Kelley (35), C. A. Kelley (35), Russell, Moriarty, Costello, Sullivan McDonald, Chubbuck, O'Boy, Sweeney (44), Soughrow, Lowell, Kane (74), Smith, Carver, Abbott, Buckley, Kenney, Monaghan, Byrne (118), Mottau, O'Brien (122), Hickey, Lynch, Holmes, Watson, Regan, Toomey, Cantwell, Collins, Ford (192), Dullea, Lovett, McCarthy (205), Ahern, Steels, Bowe, Frazier, Clark, Ronald, Lappin, Poland, Engler, Dumas, Ryan (278), McCarthy (365), Cushman, Tyler, Condon—60.

Decision of the Chair sustained, 142 to 60.

Adjourned until 2 o'clock P. M.

AFTERNOON SESSION.

Convention called to order by President Tobin at 2 P. M.

Absent at Roll Call—Laird (35), Short (130), Dehling (197), Schwartz (282), Horne (340).

Roll call on the report of the Committee on Resolution No. 1, the committee reporting unfavorably.

Yeas—Baxter, La Fleur, Bly, Langland, Woodbury, Garfield, Vaughn (6), Martin, Martindale, Schaeffer, Whaley, Boyle, Howes, Luippold, Perry, Dunham, Raymond, Staples, McGuiness, Lovely, Campbell, McMillan, Sicard, Perkins, Dwyer, Emery, Meade, Harrington, Keating, O'Connell, Stack, Lyons, Butler, Casey, Hatch, Duffy, Studley, Upton, J. O'Brien (44), C. O'Brien (44), Monks, Geary, McCabe, Moran (44), Talbot (44), Minihan, Kane (48), Nolan, Gallagher, Conant, Higgins, Leary, Hannan, Hughes, McManamy, Bury, Tateman, Kearns, Wood, Smith, Nitsche, Anderson, Chandler, McQuaide, Hallinan, Bump, Chevigny, Farrell, Monaghan, Byrne (118), Cosgrove, Elphinstone, Kuehn, McMorrow, Mulryan, Flynn, Meyers, Wartuski, Mathews, Gillen, Healy, Flahive, Schmidt, Miller (222), Turner, Schaffield, Byrne (225), Gimblett, O'Dell, Crump, Stewart, Epps, Lesperance, O'Reilly, Ahern, Steele, Bilodeau, Corcoran, James, Clough,

Edmonds, Murphy, Leighton, Lee, Marazzane, Ware, Rohrdantz, Lydon, Ostrander, Kreger, Stanton, Ryan, Moran (341), Godfrey, French, Gunville, McIsaac, Vaughn (363), Weitler, Rooney, Brown, O'Brien (365), Naves, Mackins, Hebert, Conners, McEvoy, Marshman, Pratt, Howatt, Miller (419), Barbeau, Martel, Robinson ("O"), Hopkins—135.

Nays—Townsend, McAvoy, Chatterton, Murray, Robinson (32), Gibson, Batchelder, Moore, Hasty, Ford (35), J. W. Kelley (35), Saunders, C. A. Kelley (35), Russell, Moriarty, Costello, Sullivan, McDonald, Chubbuck, O'Boy, Sweeney (44), Shoughrow, Sweeney (69), Lowell, Kane (74), Barry, Dahlquist, Carver, Abbott, Buckley, Kenney, Mottau, McGaughey, O'Brien (122), Kelley (143), Madden, Hickey, Lynch, Holmes, Watson, Regan, Toomey, Cantwell, Collins, Ford (192), Dullea, Lovett, McCarthy (205), Kaspar, Bowe, Frazier, Clark, Ronald, Lappin, Paulin, Poland, Engler, Ryan (278), Dumas, McCarthy (365), Cole, Connolly, Cushman, Tyler, Kreuser, Condon—66.

Committee's report adopted, 135 to 66.

Secretary Baine: I have been approached by a number of delegates who have asked for information with reference to who shall pay the expenses of delegates if the con-

vention holds over tonight, and I have expressed the opinion to them that in all probability the convention would do the same as at Cincinnati, when a motion was passed that the expenses of the delegates for the extra days over a week were paid from the general funds; that is \$2 for Sunday and \$3.50 and \$2 a day for hotel bills for the extra days next week.

Delegate Studley, 44: Moved that the delegates receive \$2 for Sunday and \$3.50 to cover salary and \$2 for hotel expenses for each day the convention is in session next week.

Delegate Watson, 192: Moved to amend to add \$1 a day for incidentals.

Amendment lost.

Motion adopted.

Delegate Gibson, 32: In the name of local No. 32, I desire to protest against working on Saturday afternoon.

Secretary Baine read the following telegrams:

"Omaha, Neb., June 23, 1906.

C. L. Baine,
Hotel Blatz,
Milwaukee, Wis.

Gentlemen: As we are no longer members of the Boot and Shoe Workers' Union, we have no business at Milwaukee.

WM. WOLFE, Ex-Pres."

Received and placed on records.

"Toronto, Ont., June 22, 1906.

C. L. Baine, Secretary Boot and Shoe Workers' Union Convention.

Delighted to receive your telegram and will be pleased indeed to welcome your convention to Toronto.

C. COATSWORTH, Mayor."

Received and placed on records.

President Tobin: The Chair makes a suggestion to the convention, that Delegates Robinson and Lee might make a statement to the convention on Monday calculated to throw more light on the Omaha situation than we have at the present time. If there is no objection we will consider that a special order of business for some time Monday, the time to be set later.

Adopted.

Delegate Woodbury, 6: Moved to adjourn to Monday morning at 9 o'clock.

Adjourned.

SEVENTH DAY—MORNING SESSION.

Convention called to order at nine o'clock by President Tobin.

Absent at roll call:

Delegate Studley, 44, asked permission to introduce a resolution to be adopted without reference to the committee.

Delegate Abbott, 99: Moved to permit the resolution to be introduced.

Adopted.

Resolution. By Delegate Studley, 44:

Resolved, That all delegates who are obliged to extend their leave of absence from their employment on account of their attendance at this Convention, shall be protected financially or in any other manner, consistent with the best interests of this organization, in the event of any discrimination arising from this fact.

Adopted.

Delegate Ronald, 260: Moved that the report of the Committee on Appeals and Grievances on the matter of Joint Council No. 4 be taken up as the first matter of business.

Adopted.

Delegate Bury of the Committee on Appeals and Grievances submitted the following:

Appeal of Lynn Joint Council No. 4 against the action of the General President in refusing to remove the stamp from the factory of Walton & Logan Company because of their refusal to organize the Martin Heel and Counter Co. claimed to be owned by Walton & Logan Co.

The committee reports without any recommendation.

Delegate Dullea, 205, moved that appeal of the Lynn joint council, in the matter of the Martin Heel and Counter Company, be sustained and the stamp be removed August 1st, unless a satisfactory state of organization be secured.

On motion of Delegate Dullea, 205, Pres. C. O. Whideen of Council No. 4, was given the floor.

C. O. Whidden: This matter has been gone over quite thoroughly by the Committee, and not much more can be added. I wish to state that as has been stated in the report this question arose in the factory of Walton & Logan Co. Walton & Logan Co. unlike other manufacturers in Lynn, manufacture their own heels and counters. They have as stated here

a system of making heels under what is known as the Haverhill die system. The firm changed their system to what is called the Brockton block die system, a system under which the wages earned are much lower. There not being any experienced people in Lynn, the firm found considerable difficulty in securing help. In accordance with the custom in Lynn the girls were not required to join the union because they earned less than \$6 per week, and because of a rumor which was circulated to the effect that firm intended to give up the stamp, many of the men stopped paying dues and became suspended, and we had considerable difficulty in getting them reinstated. It was during this time that the new system was inaugurated. The firm desired us to leave this department alone for the time being, with the understanding that at the proper time they would organize this department complete. When that time arrived, however, our agent was informed by the firm that they had sold out their heel and counter business to the Martin Heel and Counter Co. The agent reported to the Council, and we made every effort to ascertain whether they had sold out this part of their business, but failed. The firm takes the position that it is up to us to prove that they have not sold out. We finally placed the matter before the General President, and our Council received a letter from the General President to the effect that the firm claimed they had disposed of their heel and counter business, and in the absence of any proof to the contrary he would not accept the responsibility of removing the stamp, thereby causing a loss in members to the organization and wages to the employees. The Council contends that if the Walton & Logan Company sold out a part of their business the contract should be cancelled and the stamp returned, in accordance with Section 13 of the contract.

Local 205 made an effort to find out whether the Martin Heel and Counter Co. had control of the business, so for that reason they presented a price list for the work done there. We visited the factory but could not find any one to present a price list to. Later the agent

called and was told to get out. An application for strike sanction was made, but was denied. At that time there were only two outside of those who were not required to join the union, who were not members in good standing.

We believe that the firm of Walter & Logan have not sold out that business, and that they have tried to evade the stamp contract in every way, inasmuch as they have tried to make us believe they have disposed of this business to the Martin Heel and Counter Co.

All we desire in this matter is that this company of Walton & Logan be made to live up to their stamp contract. We have had a great deal of trouble in this factory, also a great deal of trouble in Lynn. Members in other stamp factories point to the condition in this factory as a justification of not paying dues.

We have no desire to take the stamp out of this factory, but we insist that it should be organized in accordance with the stamp contract.

Delegate Abbott, 99: Stated he was opposed to sustaining the appeal of Joint Council No. 4, as in the event of the stamp being removed from the factory, the Cutters and Stitchers Union would lose a large percentage of their members.

Delegate Lappin, 260: Favored sustaining the appeal to the Council and the removal of the stamp, on account of the generally poor conditions prevailing in the factory.

Delegate Dullea, 205: Requested that the letters from organizer Fox covering this case, and the letter from the firm of Walton & Logan, wherein they stated over their own signature that they had sold out their heel and counter business be read.

Pres. Tobin: Stated that Organizer Fox's report on this case was embodied in his regular weekly report, and is not among the other papers in the case. The letter from Walton & Logan is not here, but was in substance to the effect that the firm had sold out their heel and counter department to the Martin Heel and Counter Co.

Delegate Dullea, 205: Stated that inasmuch as the General President admitted that the firm had notified him that they had sold out part of their business, this should have ended

the controversy, and the stamp should have been returned with the letter in accordance with the provisions of the contract as follows:

"In case the employer shall cease to do business, or shall transfer his business or any part thereof to any person or persons or corporation, this agreement shall be ended, and the stamp or stamps shall be returned to the General President forthwith."

Contended that the General President was lax in not insisting that the stamp should be returned. If we are to insist that our members to keep our contracts inviolate we should to be consistent see that the manufacturers do likewise. Delegate Dullea went on to explain the details covering this controversy, all of which tended to show that this firm had set up the claim of transfer of its business to evade organizing the department in accordance with the stamp contract.

Delegate McQuade, 108: Stated in answer to a question from Delegate Abbott that about half of their membership was employed in the Walton & Logan factory. Admitted that 205 had a grievance against this firm, but would regret to see the stamp removed, as it would work great damage to their local union.

Delegate Gibson, 32: Favored sustaining the appeal as it seemed to him that this firm had violated their contract whether they had sold out their counter and heel department or not.

Delegate Kelley, 35: Favored the appeal.

Delegate Studley, 44: Favored the appeal.

Delegate Chandler, 108: Hoped this appeal would be sustained, as this was one of many grievances which the Lynn unions had against this firm.

Delegate Ronald, 260: Favored the appeal.

Delegate Edmonds, 287: Moved to amend that the subject matter be referred to the General Executive Board, with instructions to require the firm to live up to its contract, or remove the stamp.

Delegate Dullea, 205: Opposed.

Delegate Studley, 44: Moved to amend the amendment by adding that the matter be referred with specific instructions to the Board to take action immediately at the close of the Convention.

Pres. Tobin: This question comes to the Convention because the General President did

not take action to remove the union stamp from the Walton & Logan factory. We find the Lynn delegation here acting quite as conservatively as the General President in asking the Convention to decide that they must organize by August 1st.

I took this view of the case, that owing to the peculiar circumstances in the city of Lynn, it would not be wisdom upon my part to cause the Walton & Logan factory to become disorganized, because 13 people employed in the heel and counter department were not members of the union, or because the firm had transferred their business or a part of their business contrary to Section 13 of the contract.

I certainly could have insisted upon strict compliance with that section of the contract, but would it be wise to do that? That was the question I hesitated to decide, and this question is really not here as an appeal. It was simply delayed until the wisdom of the Convention could be applied to this particular case, and as this concern employs a number of hands, which I am not going to state accurately, but somewhere between 500 and 700, and it is a serious matter to realize the possibility of practically every person in that factory outside the lasters becoming disorganized.

If it is the wisdom of this Convention, that the Martin Heel & Counter Co. must be organized, or the contract with Walton & Logan Co. canceled, I will carry out the instructions of the Convention to the letter.

Delegate Sullivan, 37: Not in favor of referring this matter to the General Executive Board.

Amendment to amendment by Delegate Studley, 44, lost.

Amendment by Delegate Edmonds, 287, lost.

Delegate Meade, 38: Favored the original motion.

Deegate Watson, 192: Spoke at length in favor of sustaining the appeal.

Adopted.

APPEAL OF J. D. DULLEA,

against the action of the General Inspectors of Elections, throwing out all ballots upon which a sticker appeared in the election of 1905.

The Committee recommends that the appeal be denied in accordance with Sections 10 and 11 of the Constitution.

Delegate Dullea, 205: The ballots cast for me as a candidate for delegate to the Convention of the American Federation of Labor in the election of 1905, because such ballots contained stickers, were thrown out, and the entire ballot declared illegal. I admit that the stickers used for General Secretary-Treasurer disqualified that part of the ballot, but the votes cast for candidates for other offices should have been counted. Every candidate for office should be given credit for each and every vote that he receives legally. I submit that I fulfilled all the requirements of the Constitution, and was entitled to all the votes cast for me. I demand that my vote should be counted by the General Inspectors of Elections and the same should be published in official Journal of our organization, giving it the same publicity as given to their decision that my vote had not been counted.

Delegate J. W. Kelley, 35: Opposed the recommendation of the committee as unfair. He had been a candidate in the 1905 election for delegate to the American Federation of Labor and had lost many votes because of the decision of the Inspectors of Elections, and had been told that the throwing out of these votes had cost him his election. Expressed the hope that the decision of the Inspectors of Elections would not be sustained.

Delegate Martindale, 15: I think the contention of Brother Dullea that he has acted within the Constitution is correct, and I do not think that there is any question upon that at all, but the Constitution plainly states that the official ballot shall bear the names of all the candidates who have accepted the nomination, and the names of those who have not accepted the nominations shall not appear upon the official ballot. Delegate Dullea, and all the rest of the candidates suffered, not because of the Constitution, but because of the acts of the individuals, and those individuals themselves suffered because of the fact that they lost their votes by violating the Constitution, and putting stickers on the official ballot.

Delegate Lowell, 69: "I was a delegate to the Convention when the referendum was adopted, and I believe the spirit of that law was that it was made to apply precisely

as it applies in our national and state elections. Under the Australian system every vote is counted where the intent of the voter can be determined, and I believe that is the construction this Convention should place upon our elections. If a sticker is used on the ballot that part of the ballot should be thrown out, but the balance of the ballot should be counted. The decision of this Convention will not alter the result of past elections, but will have a bearing upon future elections, and I believe this Convention should go on record as sustaining this appeal."

Delegate Russell, 35, favored the appeal.

Delegate Vaughn: "I want to say that neither the General Executive Board or the General Secretary Treasurer or the General President ever said a word to us as to how we should interpret those ballots. We decided ourselves that any ballot with a sticker on it, or any mark that did not belong on the ballot, should be thrown out, to protect future elections. That is why we did it. If we should decide to count that ballot, why couldn't you use stickers all over the ballot at the next election? That is why we threw them out."

Delegate Regan, 192: "If I have not been misinformed, I understand that at previous times the General Executive Board ruled that in case of any mismarking of the ballots, it would only apply to that part of the ballot. Is that so?"

Secretary Baine: Not to my knowledge.

Delegate Regan, 192: I had been so informed by an ex-member of the Board.

I believe we have a right to vote for anybody we see fit, and in any way we see fit. I believe it is unfair to throw out the whole ballot, as was done in this case.

Delegate O'Dell, 232: In Delegate Lowell's address to this Convention, he referred to the

fact that this case would not affect what had been done, but that it would affect future elections, and I quite agree with the contention. That seems to me the point that this Convention has got to decide as to just what bearing the decision of this Convention will have on future elections, and I submit that there have been many cases brought to the notice of various delegates here, that where elections have been contested in courts of law, they have decided that any markings on the ballots, other than those that are supposed to be there, will invalidate the ballot.

It looks to me that if we agree that stickers may be used, there is nothing to prevent any certain locality from deciding that they will get out a certain slate, and when it comes to voting, we will find our ballots are entirely covered with stickers, which would not be for the interest of the organization.

Delegate James, 281: This organization has provided exactly what shall constitute an official ballot. I claim when any member of the organization mutilates, adds to, or changes the official ballot in any way, it becomes unofficial, and I do not believe in deciding a question of that kind because of the bearing it will have on future elections, because I believe we should live within the law, and I believe if that law is not right, it should be changed.

Delegate Dullea, 205, spoke again in favor of his appeal.

Delegate Lowell, 69: Under our system of electing inspectors, different inspectors are elected to count the ballots of each election, with the result that different interpretations on the Constitution are reached, and I believe it is proper for this Convention to interpret the Constitution covering this point to cover all future elections.

Motion to sustain the decision of the General Inspectors of Elections lost.

Adjourned until 2 P. M.

AFTERNOON SESSION.

Convention called to order by President Tobin at 2 o'clock P. M.

Absent at roll call:

Delegates Laird, 35; Mulryan, 150; Flynn,

150; Dehling, 197; Schwartz, 282; Horn, 340.

President Tobin: "The question before the Convention is the motion of Delegate Dullea that the Inspectors of Election be instructed

to count the ballots cast for him and declare the result and publish the same in the Journal."

Delegate Dullea, 205: "It seems the impression has gone forth that it is my intention to have the General Inspectors of Election convene at headquarters and recount the entire ballot, and publish results of their findings in the Journal. That is not my intention. I desire that if my appeal is sustained by this Convention that the General Secretary-Treasurer be instructed to publish that fact in the Journal together with the approximate number of votes cast for me, if this information can be secured."

Delegate Minihan, 45, opposed the sustaining of the appeal.

Delegate Robinson "O," "I do not think that the delegates understood this forenoon when they voted not to sustain the General Inspectors of Election; I cannot see anything to be accomplished by adding this extra expense to the organization; am therefore opposed to sustaining the appeal."

Delegate Condon, 425, believed that the votes should be counted for the offices in which no stickers were used, therefore favored sustaining the appeal.

President Tobin stated that he had not thought it necessary to take the floor on this question during the morning session, believing that the Convention could do nothing except sustain the decision of the General Inspectors of Election, and then, at considerable length, outlined the evils that might arise in future elections because of the Convention's decision, and read several circulars which had been issued and circulated during the election of 1905 for the purpose of showing the referendum system, as far as it pertained to the Boot and Shoe Workers' Union, had been very much abused.

Delegate Dullea stated that it appeared to be the intention of the General President to befoe the issue and wanted the Convention to understand that his contention was that ballots cast for candidates for offices wherein the sticker had not been used should be counted.

Then followed a general discussion of the methods employed in the election of officers in various elections in the union, in which Delegates Watson (192), Ryan (278), Russell (35), Turner (222), and Howes (20) took part.

Delegate C. A. Kelley, 35, stated that "inasmuch as the Convention had gone on record as not sustaining the inspectors of election, to be consistent, the Convention should certainly sustain the appeal of Delegate Dullea."

Delegate Kelley, 143, moved the previous question, which was put and carried.

Motion to sustain the appeal of Delegate Dullea and instruct the Secretary-Treasurer to publish the action of the Convention in the Journal, together with the approximate number of votes received by Delegate Dullea in the 1905 election, if the number could be obtained. Adopted.

Secretary Baine read the following letter:

"Brockton, Mass., June 20, 1906.

"C. L. Baine, Milwaukee, Wis.

"Dear Sir and Brother:—Your telegram just received at 2 p. m. I send you by express the records of the local union; also the old record books of the Executive Board. The last record books of the Executive Board the delegates have with them in Milwaukee. Hoping everything is going all right, I am,

"Fraternally yours,

(Signed) "W. E. JOCOY."

Delegate Studley, 44: "I understand these books were sent for for the purpose of ascertaining whether or not the statements made in the General President's report, with reference to the Brockton cutters' 8 hour movement, were correct, and it appears that there is nothing to be gained by a further discussion of this question, I move that action on this matter be postponed indefinitely."

President Tobin: "I would suggest a better mode of procedure: The Chair made certain statements in his report which were contradicted by Delegate Laird, and Delegate Laird undertook to prove the truth of his assertions against mine, and I suggested to the Convention to send for the books. I believe the best thing to do would

be to submit the books to the committee having that matter in charge, and ascertain who is correct, and then, if an indefinite postponement is desired, it will be proper."

Delegate C. A. Kelley, 35: "Delegate Laird has left the Convention and gone East. I do not see any good that can be obtained by further consideration of this matter."

Delegate Russell, 35: "What statement did Delegate Laird refer to in the General President's report?"

President Tobin: "I cannot state it from memory, but the committee has the whole matter."

Delegate Studley, 44: "I fail to see where we gain by that mode of procedure. The whole case must be considered at length and their recommendation brought up, and the entire matter re-submitted to this body here. I believe my motion should appeal to the Convention."

President Tobin: "How would Delegate Studley feel if the accuracy of his report was questioned and then to entertain a motion to indefinitely postpone action upon the matter would be rather strange procedure for me to allow to go by without saying something about it. I submit my statements as absolutely correct, and I want to be given a chance to prove that by the books of the local union."

Motion to indefinitely postpone withdrawn.

Delegate Studley, 44, moved that the books of the cutters' union be referred to the committee on officers' reports.

Motion to refer books to committee on officers' reports carried.

Delegate Byrne, 225, moved that the Convention take up the Omaha case.

Delegate Meade, 38, objected; did not believe it was the business of the Convention to go into this matter, but the Convention's time should be devoted to the business properly brought before it.

Delegate Woodbury moved that the Omaha matter be postponed indefinitely.

Delegate Tateman of the committee on Constitution: "To cover the recommendations contained in the General President's

report relative to charges, statements or innuendoes affecting a member's union record, together with the amendment offered by Delegate Regan, 192, the committee offers the following substitute:

"Any member or members making statements, innuendoes or insinuations of crookedness, affecting a member's union record, shall be sufficient cause for the aggrieved member preferring charges against the person or persons offending in the manner indicated. Failure upon the part of such person or persons to furnish proof in support of such statement, innuendoes or insinuations of crookedness, within two weeks after receiving notice from the aggrieved member demanding such evidence, shall cause the expulsion of the person or persons offending in the manner indicated.

"When charges are made against a fellow member, such charges shall be made in writing to the president of the local union to which the offending member belongs, and the charges shall specify the date and place where such offense, or offenses, were committed against the aggrieved member, and immediately upon receipt of such complaint, the local president shall immediately notify the person so charged.

"This trial shall take place within two weeks from the date of the complaint, before the regularly elected Local Executive Board of the Local Union, and after a decision has been rendered, appeal may be taken to the General President, who shall review the testimony and render his decision, and from his decision an appeal may be taken to the General Executive Board, and from there to a Convention.

"Pending a decision in all cases, the accused shall conform to the decision.

"Failure upon the part of the local president to act promptly in any such cases, the General President shall be required to act upon the complaint of the aggrieved member, if, in the opinion of the General President, the local president has had sufficient time to act, and has failed to do so.

"Failure upon the part of the General President to act promptly in such cases, any member of the General Executive Board may call the attention of the General Board to the matter, and if, in their opinion, the General President has not acted with sufficient promptness, then the General Executive Board shall act.

"In any case where the General President is the aggrieved person, it shall be the duty of the General Vice-President to act upon the case."

The committee recommends its adoption.

Delegate Saunders, 35: "What do the committee mean by charges? Under that resolution, when things get warm in our local union, all of the members might be expelled."

Delegate Russell, 35: Opposed the committee's report, on the ground that under this resolution a member might be found guilty, and being forced to conform to the decision of the lower tribunal, would be debarred from working at his trade in a stamp factory pending appeal. It is possible that a charge could be made against a member, who when called upon to prove charge, might be unable to do so from the fact that the records might be destroyed. Public officials must expect to be criticised. Did not believe any such law as that ought to be passed in this organization.

Delegate Martindale, 15: "I believe we ought at least to have some protection in this organization with regard to irrational statements. If members make statements reflecting upon the integrity of any officer or member, they should be made to prove such statements, and failing to do that, apply the law so we can get rid of the muck rake that is so much in evidence."

Delegate Regan, 192: Believed matters of this kind should be left to the rank and file, and not placed in the hands of the General President or the General Executive Board. Might make statements based upon facts that when called upon might not be able to prove through omission in records. You can pass laws of this nature, but felt certain they could not be enforced. You can pass laws to fine members which will not amount to anything when they conflict with the laws of the state. Did not believe it fair to insist upon a member living up to a sentence pending an appeal. Would favor an amendment that a member convicted by the General Executive Board should have the right to appeal to the rank and file on the sentence.

Delegate Dullea, 205: Opposed the report of the committee. Believed the constitutional provisions were already sufficient to cover cases of this kind.

Delegate Lowell, 69: Believed that when you pass legislation that proposes to try a man for making an insinuation, that you are stretching the patience of the members very near the limit. Wanted to know who is going to say what is an insinuation; what

is an innuendo? How will you apply the proposition? When you come to pass legislation that proposes to automatically suspend my privileges in the organization, because somebody says I made insinuations against somebody in the organization, I tell you the time has come for somebody to call a halt. Suppose somebody charges me with making insinuations against the honesty of some member; I am automatically suspended, and afterwards found guilty; you fine me \$100. Your law says before I have the privilege of making appeal, I must put up the \$100. What is that privilege to me?

I believe in protecting our General Officers against any statements or any charges of any vicious nature from any member of the organization, but we should at least say how and under what conditions those things are said. If you want to pass a law against people going into the public press and making charges and insinuations against members of this organization, I stand ready to vote for a proposition of that kind. But I have had insinuations passed against me and others at this Convention, and I confess that it does not jar me a great deal.

I hope this legislation will be passed over and dropped.

Delegate Gibson, 32, opposed. Believed it would give opportunity for a member to vent spite upon another member, and work to the detriment of the organization.

Delegate Lynch, 192: "The secretary of the committee says that it is the intent of the committee that when charges are preferred against a member of a local, he shall be tried by that local. I want to see the intention of the committee put into this paragraph in words. I do not want to go back home, and say that the intent of the committee was one thing, and the wording of this recommendation is another thing. I want it so plainly stated that every member of this organization when he picks up the Constitution can understand it.

"Where is the intent of the committee in the recommendation? He says charges shall be made in writing to the President of the local union to which the offending mem-

ber belongs. If the committee wished to convey their intent to the members of the organization, they should so insert it right there and then, but they do not. They say: 'and the charges shall specify the day and place where such offense or offenses are committed.' I believe that the Constitution should be so amended that we should all understand it, and the old Constitution I think is very vague in that respect.

"I would like to ask the committee in case the charge comes from a general officer against a member of any local, who is going to try that member? Is there anything in this which states who is going to try him? Is his local going to try him, or is he going to be brought before the highest tribunal in the organization for trial, and then if he appeals from the General Executive Board, he may go two or three years before there is another Convention, and he is deprived of all the privileges of the organization pending that appeal.

"I might be tried before the highest tribunal of the organization that is in session or may be in session; they find me guilty, and I must abide by their sentence. I am denied the privilege of my organization for an indefinite time. I think you will all agree that would not be fair. I desire the right to offer fair criticism without being debarred from my local union or prevented from passing upon the prices for which I am obliged to work."

Delegate Murray, 32: Opposed. Did not believe it could be enforced under the laws of his state.

Delegate Turner, 222, moved that the subject matter be postponed indefinitely.

Adopted.

GENERAL SECRETARY-TREASURER'S REPORT.

DIVISION OF FUNDS.

Section 63. All moneys received by the General Secretary-Treasurer from local unions and members at large shall be known as General Funds, and divided as follows:

Thirty per cent shall be placed in the Sick and Death Benefit Fund until said fund amounts to one dollar for each member entitled to benefit. When the Sick and

Death Benefit Fund has reached one dollar per beneficiary member, the General Secretary-Treasurer shall on the first of each month transfer from the General Funds received during the past month to the Sick and Death Benefit Fund an amount sufficient to reimburse said fund for all benefits paid during the past month, and maintain the said fund at one dollar per beneficiary member, as shown by the register at headquarters. This fund to be used for the payment of sick and death benefits as herein after provided.

Fifty per cent shall be placed in the General Expense Fund, together with all miscellaneous moneys to be used for the expense of headquarters, the Journal, organizing, label agitation, and such other expenses as are authorized by this Constitution, or by the General Executive Board, until the General Expense Fund reaches \$15,000, when the General Secretary-Treasurer shall, on the first of each month, transfer from the General Funds received during the past month, an amount sufficient to reimburse said fund for all moneys paid during the past month, and maintain said fund at \$15,000.

The remaining General Funds shall be placed in the Strike Fund, to be used for the purpose of assisting good standing members in regularly sanctioned strikes.

Committee concurs in this recommendation.

Delegate Dullea, 205: Opposed. Believed the sick and death benefit should not be limited to any amount. Did not believe the general expense fund should be maintained at such a large amount that it will be to the detriment of our strike fund, and this appears to be the purpose of the amendment as offered here to-day. It appeared to be the most essential thing for this organization to look after at the present time is its strike fund if we hope for success in the future, or anything like it, we must have a large and growing strike fund, and that no attempt should be permitted to interfere with the growing of that strike fund, except as provided in the Constitution.

Secretary Baine: "In that recommendation I say that 50 per cent of the receipts shall go into the General Expense fund, provided that 50 per cent will not create a balance of over \$15,000, but under the arrangement, at no time can over 50 per cent be placed in the General Expense fund, even if there is only a balance of \$2,000

there. It says very distinctly that 50 per cent shall go into the General Expense fund, unless there is a balance of \$15,000. Then only the amount sufficient to maintain that \$15,000 shall be placed in there. For instance, supposing we had \$15,000 in the General Expense Fund at the beginning of this month, and we spent \$10,000 of it, and we take in \$30,000 that month. We would not put 50 per cent in, we would put in \$10,000, which would be 33 1-3 per cent. At no time, under this arrangement, can there be more than 50 per cent put into the expense fund. My reason for maintaining a balance in the General Expense fund no higher than \$15,000 is because in my opinion, from the experience I have had in handling the finances of the organization, \$15,000 is a sufficient amount to have in the General Expense fund at any time to maintain the work of the organization. Under this arrangement 30 per cent will go into the sick and death benefit fund, provided that 30 per cent is necessary to maintain a balance of \$1.00 per member, but under no circumstances shall over 30 per cent be placed in that fund.

"Under this arrangement every month there will be placed in the strike fund at least 20 per cent, and in the event of it not being necessary to place 50 per cent of the receipts in the General Expense fund, or 30 per cent in the sick fund, whatever is left over in addition to the 20 per cent will be placed in the strike fund. During the last two years, under our system, we have put into the strike fund between 5 and 6 per cent of the general receipts. Under this system we will place at least 20 per cent, and if we do not expend any more money under this system in the next two years than we have in the last, our strike fund will increase considerably."

Adopted, unanimously.

Resolution No. 13, reported without action, having already been covered by previous legislation.

Resolution No. 14—(By Delegate Joseph J. Chatterton, Union No. 32):

Amend Section 15:

After the word "cast" in the first line on tenth page insert: All blank and other ballots, the voting list, etc.

Committee reports unfavorably, believing that the returning of the ballots would entail additional expense, and the committee could not see where any benefit or any good results would be obtained by simply returning blank ballots.

Delegate Russell, 35: Believed the committee's excuse a poor one. We are looking for honest elections, and to that end all of the ballots, used and unused, should be returned.

Delegate Regan, 192: Opposed the committee's report. Believed every ballot forwarded from the General Office should be returned and accounted for to the General Inspectors of Elections.

Delegate Nolan, 48: Stated he could see no necessity for returning the unused ballots, as no fraud could be perpetrated, provided the ballots used were returned promptly by the inspectors with the check list.

Delegate C. A. Kelley, 35: Believed all ballots should be returned, as it would prevent the possibility of the local inspectors marking up ballots for some that did not suit them.

Secretary Baine: "I have not any objection to offer against sending ballots back. But in my opinion that method of procedure could not be carried out. In the regular municipal elections they have as a rule trained inspectors and have a regular system, and there I do not doubt they can adopt that system, and have adopted it and carried it out successfully, but you must remember in our local unions the local inspectors are chosen from men who have had absolutely no experience in elections of any kind. It seems to me if this was adopted there would be many a union's vote thrown out because of a discrepancy in the ballots. I do not think that it would in any way help to prevent improper elections. I think the law as it stands now, which provides that a check list with the name of each voter checked off, and the ballots forwarded into the general office shall correspond with

the check list, is a sufficient safeguard, provided the inspectors of elections do their duty. I believe if the inspectors do their duty that the interests of those who are candidates are amply protected, and under any system you may adopt, unless they do their work properly, and forward check lists and ballots to the General Office, immediately after the election takes place, you won't be safeguarded, and you will create a large expense. I have in mind one union that has some 2,800 members; we send 2,800 ballots, and I think it would be a difficult task to establish laws to account for every one of those 2,800 ballots, besides paying the expense of sending them back."

Report of committee concurred in.

Resolution No. 15—(By Delegate Joseph J. Chatterton, Union No. 32):

Section 17:

Insert after due books:—Or certificate from Local Financial Secretary or registry card to the Local Inspector, etc.

Committee recommends the striking out of the words "certificate from Local Financial Secretary," and the rest of the amendment adopted.

Discussed by Delegates Russell, 35; Regan, 192; C. A. Kelley, 35; Lowell, 69; Secretary Baine.

Committee's report concurred in.

Resolution No. 16—(By Delegate Joseph J. Chatterton, Union No. 32):

Amend Section 20:

Insert after the first paragraph:—The General Inspectors of Elections shall meet at the general headquarters at 10 o'clock a. m., on the first Monday after election day, etc.

Any candidate may demand and receive a recount upon the petition of one Joint Council or five Local Unions, provided such petition is presented within thirty days after announcement of the General Inspectors of Elections.

Candidates for General President, Vice-President, Secretary-Treasurer and General Executive Board may have one representative present during the counting of the ballots.

Strike out all of the last paragraph of Section No. 20.

The committee reports unfavorably on the first paragraph of this resolution for the reason that if the election is held on the second Thursday, as we have already adopted, and the General Inspectors of Elections would meet on the following Monday, it would be impossible for a majority of our unions to get the ballots into headquarters in sufficient time for the inspectors to convene.

Delegate Russell, 35: Opposed the report of the committee. This method would prevent the ballots from getting mixed up with receipts and other packages coming to headquarters.

Secretary Baine: This amendment would not prevent the ballots from becoming mixed up with other matter received at headquarters, unless the local Inspectors of Elections obeyed the instructions of the Constitution, and addressed packages containing ballots to the General Inspectors of Elections, which they have not done in many instances.

After considerable discussion in which Delegates Studley, Russell, Lowell, Watson, Tateman, and Secretary Baine took part, Delegate Dullea moved to amend the report of the committee that the Inspectors of Elections shall report at 10 a. m. on the first Monday after the close of the polls of the local unions, and they shall close the polls as to the receiving of further ballots on the second Monday after election.

First paragraph as amended adopted.

Adjourned until 9 o'clock Tuesday morning.

EIGHTH DAY—MORNING SESSION.

Meeting called to order by President Tobin at 9 A. M.

Absent at roll call:

Delegates Laird, 35; Mulryan, 150; Flynn, 150; Dehling, 197; Paulin, 266; Schwartz, 282, and Horn, 340.

Secretary Baine read the following communication:

"Brooklyn, June 15, 1906.

To the Delegates of the Boot and Shoe Workers' International Convention at Milwaukee assembled.

In October, 1905, a woman's auxiliary was formed to local 160, Boot and Shoe Workers' Union, Brooklyn, N. Y. The auxiliary is composed of the female members of the families of the local and their friends. There are no dues or assessments, as all expenses are paid by the local. The General Office has generously helped by furnishing stationery, advertising matter for our stamps, etc. Not the least has been the encouragement and advice which has come at all times from the General Office. Very useful in securing members both in the union and among friends have been the pledges (as per attached), of which over two hundred have been signed. The main work has been to of course extend the use of the Boot and Shoe Workers' stamp, but we could not expect members of other unions to wear union label shoes unless we patronize their label; therefore, with our own we work for *all* union labels.

The union canvassed the city for retail dealers carrying stamped shoes, and an edition of 3,000 lists was issued. Sub-committees of the women took these lists and personally visited the unions of this city, as well as women's clubs and other sympathetic organizations. We have just re-canvassed the city and issued a second edition of these lists, adding the names of several retail shoe dealers who have since the first edition of our lists stocked up with stamped shoes and have asked us to place their names on our new lists, which will be distributed in the same manner. Already in the first months reports coming in demonstrate the increased demand for stamped shoes, particularly women's and children's.

The women have not confined their work for the Boot and Shoe Workers' stamp to Brooklyn, but have sent letters urging purchase of union stamp shoes to other auxiliaries and women's organizations throughout the country. Most encouraging answers have come in, many of these women pledging themselves to buy stamped shoes to introduce them among the retail dealers of their towns.

Experience has shown us that the women of the families of union wage earners are ready and willing to purchase label goods and work for the label when they are rightly directed along the lines of union principles.

Union wage earners and their families constitute fully one-seventh of the entire population of this country. If every seventh person would take only union stamped shoes, there would be few shoes manufactured that would dare go on the market without the stamp on them.

We all know what this would mean to the Boot and Shoe Workers. It can be done. Brothers and sisters, join us in this new movement, and may our next Convention find as many auxiliaries as there are locals.

Fraternally yours,

(Signed) MRS. P. J. MATHEWS, Pres.,
Women's Auxiliary to Local 160, Brooklyn."

Referred to the committee on resolutions.

Delegate Tateman of the Committee on Constitution submitted the following:

Resolution 35:

Resolution No. 35—(By Delegate Charles Laird, Union No. 35):

Resolved, That all Union Stamp Contracts shall contain a clause that there shall be no reduction of wages during the existence of the contract, unless by the mutual agreement of the manufacturers and Local Union or Unions affected, and that no question shall be submitted for arbitration excepting the original one under dispute.

Referred to the committee on resolutions.

GENERAL SECRETARY-TREASURER'S REPORT.

SICK BENEFIT FUND.

The committee recommends the following:

Section 64. A sick benefit of five dollars per week shall be paid to any member who has been six months continuously in good standing according to the records at Headquarters, and who is, by reason of sickness or disability, unable to work; provided,

That no benefit shall be paid for the first seven days after illness or disability is reported to the local financial secretary;

That such illness or disability was not caused by intemperance, debauchery, immoral conduct, or by member's own act;

That not more than thirteen weeks sick benefit be paid to any one member during one year;

That members afflicted with any chronic disease or over sixty years of age at time of initiation or reinstatement shall be eligible to half benefits only;

That such illness shall not have resulted from military service or while absent from the United States or Canada;

That no benefits shall be paid to members leaving the jurisdiction of the Boot and Shoe Workers' Union (United States and Canada), or to members leaving jurisdiction of their

local union, except when ordered away by a physician acceptable to the General Secretary-Treasurer;

That female members shall not be entitled to benefits while pregnant, nor for five weeks after confinement;

That application for sick benefits shall be made to the local financial secretary upon blanks furnished to the local union by the General Secretary-Treasurer properly filled out with all required information and endorsements.

DISABILITY BENEFIT.

The committee recommends the following:

Any member who, through sickness or disability, is unable to follow his or her occupation at the trade for two years, and has drawn two years, or twenty-six weeks' benefits in all, upon filing of the third claim be entitled to a disability benefit of \$100, which shall relieve the union from further claims for sick or death benefits. This also to apply to members who may become insane or for any other reason become a state charge.

Delegate Regan, 192: Moved to amend that part which says "subject to the approval of the General Secretary-Treasurer", and insert the words "local union" instead of "General Secretary-Treasurer."

Delegate Russell, 35: Hoped the Convention would not accept the disability clause. "It is ridiculous for men and women to put a fence around themselves and not allow the same law to apply to those who are coming in."

Secretary Baine: "In drafting the amendment to the constitution I was actuated with a desire to reduce the expense of the sick and death benefits. As I said yesterday, many of the most active members of the union have approached me on the subject, and are of the opinion that it would be advisable to do away with the sick benefit entirely, and in order to prevent that, if possible, and also to enable us to meet the expense of the sick and death benefits in the future, this amendment was drafted. With reference to the disability benefit I want to say we have a great many members who are not able to follow their occupations at the trade, and their dues are being paid by others than themselves for the sole purpose of drawing \$65.00 a year. The members of this kind are increasing, and unless something is done now we will finally reach the point where the money that is set aside for sick and death benefits will be insufficient to pay benefits to the pensioners. We

probably have 2,000 who are doing that now, and next year we may have 3,000. Under these circumstances I think you will appreciate that we will either have to levy assessments or increase our dues, and with that in mind I submitted that disability benefit clause which is somewhat similar to disability clauses in other organizations. I do not think it is unfair to any of the members of the organization. Under this arrangement members who become permanently disabled are enabled to draw \$230 in three years.

With reference to the change suggested by Delegate Regan, I would say I am not in favor of it. I am sorry to say that we have many of our local unions and local executive boards who have shown a disposition to pay claims no matter what may be the justification or the virtue in those claims. I have known local executive boards who have approved claims without any investigation at all, and I submit, in cases of that kind, and we have many of them, that such boards would approve any kind of a doctor's certificate. We have many cases, especially during the summer months, where members of our organization file sick claims and immediately leave the city, making it impossible for us to make an investigation as to the merits of their claim, and the idea of submitting it that way was to make it necessary for those members who desire to leave the jurisdiction of the local union to be examined by a physician to determine whether or not they are entitled to benefits. Members who could go out rowing and fishing and take part in almost any outdoor sports were able to confront us with doctor's certificates, and we have got to do something to prevent that. In my experience I find that a family physician will give one of his patients a doctor's certificate upon request at any time, and you can hardly blame them for that. They cannot afford to turn down requests of that kind, because they would lose patronage.

Delegate Hickey, 192: Favored the amendment of Delegate Regan.

Delegate O'Boy opposed the disability clause, mentioning the fact that it would affect members of our union injured in the Grover disaster, which was mentioned in the report of the General President.

Delegate Nolan, 48: It appears to me to be necessary to pass this. It is a notorious fact that the executive boards do not investigate claims in the proper manner. I do not think the safeguards of the sick and death fund should be cast aside because of some individual case that a doctor may have been mistaken in. I hope this will be adopted.

Delegate Murphy, 289: The General Secretary-Treasurer is responsible for the funds. If the sick and death benefit fund should disappear entirely I have no doubt but what the General Secretary-Treasurer would be censured in some places at least for the disappearance of the fund. If you are going to let every local union select any doctor they may see fit to pass upon sick claims, are you going to then hold the General Secretary-Treasurer for the disappearance of the sick benefit? I have had plenty of experience in dealing with local executive boards on sick claims. I have in mind one local union in southeastern Massachusetts where, when the local executive board had a sick claim reported, the first inquiry was, is the man working? if he is not, he must be sick, and is so reported. I visited the sick members of that union for three weeks and some of those members had been sick for several weeks before I called. In not one instance out of eight or ten had a sick committee ever visited the sick member. The sick member would send a friend or relative to the financial secretary's office and get his \$5.00 per week. If the General Secretary-Treasurer is to be responsible for the payment of sick and death benefits I think the General Secretary-Treasurer should have the selection of the doctor and not the local union.

I hope the amendment to allow the local union to select the doctor will be defeated.

Delegate Dullea, 205: Opposed the disability clause, except in cases where members are sick three years with the same complaint. I have asked the General Secretary-Treasurer for permission to appoint a committee upon our executive board who would act as a standing sick committee and to visit all cases and report to the board, refraining from voting as members upon the claims which they had investigated; believed that was the proper method to adopt at this Convention; believed

that the local executive board should have full power in the matter of investigations.

Delegate Studley, 44: Does this mean future claimants or those that have formerly drawn one, two or three years' benefits?

Secretary Baine: It will apply to future claims. Suppose a member would draw thirteen weeks from now and next year draw thirteen weeks, then on the third year, in filing the claim, would get \$100.00. It does not apply to those who have drawn before this time.

Delegate Studley, 44: Opposed; did not wish to see legislation passed which would pay off members who were disabled in the Grover disaster and a dismissal card granted them.

Secretary Baine: I think this subject is of such importance that it should be clearly understood before any vote is taken. This Convention has shown a disposition to be liberal since we have assembled here, and I want to say that as far as I am personally concerned that I appreciate the fact that our members should secure everything possible and everything that is within our power to give them; but you must understand this, that to make promises which at a later date cannot be fulfilled is unwise policy. As I said the other day with reference to sick claims, I have seen the time when I was very much afraid that the sick claim proposition was going to take every cent we had in the organization, and with that in mind I drafted this resolution. I do not think that anybody here can claim we are unfair when we agree to give any of the members of our organization who draw from this time on within three years \$230. Nobody can claim we have been unfair. I agree it would be a good thing to grant a pension to everyone who becomes permanently disabled, but if you are going to do that you have got to increase your dues. You must base your expenditures upon your receipts.

Delegate C. A. Kelley, 35: Protested against that part of the amendment pertaining to disability fund; believed the organization would rather see an assessment than to see members pensioned off.

Delegate Watson, 192: Was opposed to the recommendation because it would affect not

only the victims of the Grover disaster, but would affect members in similar disasters.

Delegate Byrne: Stated he knew a number of local unions who would like to have the responsibility of selecting a doctor taken from their shoulders; believed the recommendation of the committee to give the entire power to the General Secretary-Treasurer was only just and fair and a protection for our funds.

Delegate O'Boy, 44: It seems to me if the General Secretary-Treasurer has the power to select the doctor, the General Office should pay the expenses of the doctor. It does not seem to me that we should pay \$35 or \$40 every few weeks if the General Office can appoint the physician.

Delegate Murphy, 289: Cited cases where the female members of a certain local union were in the habit of staying home to do spring house-cleaning and drew \$5.00 per week sick benefit during that time.

Delegate Robinson, "0": Cited instances where he had investigated eleven sick claims of which he found six were unwarranted.

Delegate Regan, 192, withdrew his amendment.

Delegate Harrington, 38: Opposed the recommendation of the committee and also the other amendments.

Delegate Dullea moved to amend the report of the committee by inserting the following: That local executive boards may appoint from its members a sick committee, and such members shall not be allowed to vote upon the claims.

Delegate McCabe, 44: Opposed the disability clause.

Had in mind those of her sisters who were in the Grover disaster, a few of whom had been unable to follow their occupation since the disaster occurred. Believed it would be unfair for this organization to make them accept a disability fund and to deny them future benefits. Did not believe that the organization should seek to evade payment of sick benefits in cases of this kind. That it was especially fitting that the organization should provide for members who should become disabled under similar circumstances.

Delegate Studley, 44: Did not believe in passing legislation to deprive any present mem-

ber of the protection which had been extended to them since the year 1899.

President Tobin: The secretary of the committee has suggested the advisability of dividing the question for the purpose of getting a clearer understanding.

Delegate Tatemán, 68, of the committee: I would like to say that there are really two propositions here, one covering sick benefits which Brother Dullea has amended, and one covering disability fund, and I believe to give the members a chance to vote intelligently we should first take up the question of sick benefits as amended by Brother Dullea and dispose of that, and then take up the disability fund proposition and vote on that.

Delegate Tatemán read section 64 and the amendment by Delegate Dullea that local executive board may be empowered to appoint three members of the board to investigate sick claims, such board members shall not be allowed to vote on same.

Delegate Mathews, 160: Favored the amendment of Delegate Dullea.

Amendment adopted.

Report of the committee as amended adopted.

President Tobin: The question now comes on the report of the committee on the disability fund.

Secretary Baine: I would suggest this as an amendment: That the word "may" be inserted, which will provide that at the end of the filing of the third claim members may be entitled to draw \$100.00, making the acceptance of disability benefit optional with members.

Delegate Russell, 35: Moved to adopt the amendment suggested by the secretary.

Adopted.

Report of committee as amended adopted.

LOCAL FINANCIAL OFFICERS.

The committee does not concur with the Secretary's recommendation to combine the offices, but adds the following amendment relative to Section 33 of the Constitution:

Add to Section 33 "that no financial secretary be permitted to serve until a bond has been filed and accepted at Headquarters in a sum sufficient to protect his handling of local and general funds, and that upon the expira-

tion of the term of office of such bonded financial secretary his successor shall not be permitted to handle the union funds until he has qualified by filing his bond in the manner herein provided. Bonds of local financial secretaries shall not be accepted until approved by the attorney of the General Union.

Delegate Dullea, 205: Wished to inquire about the amount of the bond.

Delegate Tateman, 68: The committee considers that it would not be practical to put a uniform sum into the Constitution where one local union has 50 members and the other has 2,800.

Delegate Dullea, 205: Shall the local union determine the amount?

Secretary Baine: The amount of the bond must be acceptable to Headquarters, not only as to the company, but as to the amount. As far as I am concerned, all I would require would be an amount sufficient to protect the funds. In suggesting that—and I am not finding fault with the report of the committee—I had in mind that there are several unions who had already adopted that plan, and several unions who have written me requesting permission to do that which I have had to deny on account of the Constitution. There are also some small local unions who have difficulty in getting two officers who will take enough active interest to attend to the financial affairs, and I had in mind, if it is advisable for the General Union to have the two officers combined, why not the local? The contention has been made by some delegates here that in their opinion the local funds would not be safeguarded under that arrangement, but I do not agree with them. I think it would be better to have one financial officer to handle the funds and have him bonded in a sufficient amount rather than to have the two

Delegate Russell, 35: I hope the recommendation of the committee will be defeated because I am firmly convinced it is for the best interest of all local unions that the financial secretary-treasurer should be one, as well as for the best interests of the general organization.

Delegate Lovely, 25: The reason why the committee reported that way is because they found a great many unions doing business in a manner which they could not very well combine, and I am going to suggest a way out of

this by adopting the previous rule in the former question; that it be so amended as to leave it optional with the local union whether they shall be combined or not.

Delegate Kuehn, 133: We should certainly combine the two offices in our local union, but we were under the impression that it was unconstitutional. We had some correspondence with the General Secretary on that point and he informed us it was unconstitutional; believed it would facilitate matters a great deal. They could be combined in the local administration as in the national and it would do just as well.

Delegate Tateman, 68: I would like to add the following amendment to the committee's report: "Local unions may, if they desire, combine the offices of financial secretary and treasurer."

Amendment adopted.

Report of the committee as amended adopted.

Resolution 18—(By Delegate Jos. J. Chatterton, Union No. 32):

Section 28. A General Finance Committee of three members shall be elected annually, in the same manner and at the same time as the General Officers.

Candidates for the General Finance Committee shall be members in good standing of local unions within a radius of fifty miles of the General Office.

They shall meet at the General Office on the first week-day of each month and examine all bills submitted to them by the General Secretary-Treasurer, and if they shall approve of them shall order the same paid.

They shall keep an itemized account of all bills submitted to them, and a correct record of their action thereon, and the same shall be published in the monthly financial report to the local unions.

The General Secretary-Treasurer shall submit all bills to the General Finance Committee, and shall not pay the same unless approved by them, excepting employees' salaries, which may be paid weekly, and receipts for the same must be submitted to the General Finance Committee.

The committee reported unfavorably.

Report of the committee concurred in.

Resolution No. 28—(By Delegate Joseph J. Chatterton, Union No. 32):

Amend Sec. 7 by striking out the word "authorized," in the 4th line and inserting so as to read: pay all bills that shall be approved by the General Finance Committee.

The committee reports unfavorably.

Adopted.

Resolution No. 22—(By Delegate Joseph J. Chatterton, Union No. 32) :

Strike out Sec. 72 of the Constitution and insert :

Recognizing the out-soles, insoles, heels, vamps, facings and all subdivisions of leather employed in the production of a shoe to be a part of the same, said parts in the production of Union Stamp shoes must be prepared by union labor under union conditions.

Committee reports unfavorably.

Delegate Meade, 38: It seems to me this is a subject that ought to receive some attention at the hands of the Convention. While I am as much interested as anyone on the floor in getting through as quickly as possible, still there are some of these matters that are so important that we would be lax in our duty if we did not give some little attention to their consideration. This question has been one of the leading features of our past Conventions. At Detroit the matter was gone over carefully, and at Cincinnati it was given careful consideration. It was given so much consideration at these two Conventions that our General President has seen fit to give it no small space in his report, evidently anticipating that the Convention would bestow some attention on the subject.

It is of considerable importance to some of the members of our craft and is viewed by some of the membership in our organization as one of the leading problems that confront us at the present time. I believe there are two specific departments which are interested in having our shoes made, as nearly as possible at least, with the constituent parts manufactured under union conditions. I can readily see where this theory could be carried perhaps to a ridiculous extent, but that reason itself should not deter us from trying to make conditions as nearly unionized as possible in the manufacture of union stamp shoes. There has been a tendency in the last few years on the part of some manufacturers to escape from manufacturing certain parts of the shoe which they have manufactured themselves in years past. I can speak with no small degree of experience, having been interested in at least one particular part of the trade that has been injured by this tendency. There, for instance, is the manufacturing of heels in the sole leather room, where in years gone by at

least in certain localities the manufacturers made the heels themselves out of the waste material or stock which was left over from their hides and other parts. It may be due after all to the fact that the tendency on the part of our organization to try and make living wages may be at the root of the action of certain manufacturers in trying to have certain parts of their shoes made in places that are not under the jurisdiction, or the influence of our local or national union, and I submit if we do nothing in this Convention other than to restrain the manufacturers who are operating with us under our Union Stamp contract, at the present time, from indulging in that practice to any further extent, we certainly would be doing something in the way of protecting the interests of our members. I conceive it to be practically a declaration to the manufacturers of the country if we refuse to go on record on this proposition that they are at liberty to continue in this particular way to the detriment and to the injury of a large portion of our membership. The General President has stated in his report that we have a smaller membership today than we had a few years ago in this particular branch of the industry. I am constrained to admit that is so and it is due nothing more or less than to our policy of refraining from taking a positive position on that all important question.

We have factories under our jurisdiction that are not operating under the Union Stamp agreement that are engaged in the manufacture of the constituent parts of the shoes and the burden of the argument that is made by the manufacturers or the proprietors of these places is the fact that because of the absence of the union influence over similar institutions in the country stamp manufacturers leave them their orders to the exclusion of those who are inclined to operate under a fair agreement with the members of the Boot and Shoe Workers' Union.

I am of the opinion that if this convention cannot see its way clear to go to the entire limit of this proposed amendment to the Constitution it ought at least to undertake to make some change that will prevent this tendency on the part of the manufacturers from escaping the influence of

our union stamp contracts by having certain parts of the shoes made elsewhere.

I learned some time ago, and I must admit that when it comes to establishing clearly on some of these problems and while we may ourselves be convinced of the fact that such a thing is true, yet nevertheless our inability to see beyond any positive doubt the fact that the practice exists that I am going to speak of, is no reason why it does not exist. There are large numbers of jails and penitentiaries in the country—and I believe Brother Lovely knows this as well as anybody else—that are devoted not only to the manufacturing of shoes, but to the manufacturing or preparation of heels, heel lifting and other parts of the shoe, and that these products are sold in the market of the United States indiscriminately. I do not believe there is any brand or any sign or any indication that will go to prove they are manufactured under union conditions or under fair conditions. In this way we have convict labor competing with the labor of the membership of our organization. I believe that it is an established fact, an irrefutable fact.

I believe it is due to this convention to take a position that will eliminate entirely that condition which I have mentioned. I believe also, which will possibly be stated here by other delegates in this convention, that this abuse is carried on in other parts of the industry as well as the part which I have mentioned, and I believe for this reason, Mr. Chairman, that it is a duty that our convention owes to the membership to take some step here that will at least prevent the tendency to further divide and sub-divide their process of manufacture, and in this way escape certain provisions incumbent upon them under our agreement.

I am not unaware of the fact that we are facing a difficult proposition; I do not mean to say it is not a problem. When we cease to find something to present to this convention upon which there will be a division of opinion, then we have reached the point where no convention is necessary;

so for that reason I know there is opposition to this proposed amendment to the Constitution, and I know also it is based on fairly reasonable grounds, but I believe, on the other hand, that if we simply put it on a basis of service rendered for value received to the manufacturers, their agreement to refrain from purchasing certain supplies at least that are manufactured under non-union conditions would be a merely nominal concession for our membership today, and I am going to place it before the convention on that basis.

While I am willing to admit that every part that has been mentioned in this amendment is equal to as much consideration as another, still I am going to ask the convention if it cannot endorse all of it; it will endorse as much of it as it can, and in that way let us try to accomplish something on this particular question here today.

Delegate Russell, 35: I hope the Convention will take this matter as it is presented to them, in its entirety; that there will be no piecemeal business about this proposition. I think the union members of this organization throughout this country, especially the departments that are affected by this, have suffered enough. There is nothing that prevents the stamp manufacturers in the city of Brockton from having their shoes cut outside the factory. There should be constitutional amendment to stop this.

Delegate Woodbury, 6: I hope the report of the committee will be sustained. While it might be all right for Brockton members to carry out this idea, in Haverhill it would be disastrous.

Delegate Watson, 192, believed that this plan could be put in operation in Haverhill as easily as in Brockton. Something should be done to prevent the manufacturer from buying findings and thereby taking the work from the members of the union employed in their factory, and they might go further and have part of their stitching done in the stitching schools where wages were lower than the prevailing scale in the factories. Under the present arrangement

there is nothing to prevent the manufacturer from having part of his work done outside of the factory, and they could apply the same to the cutting department. If this resolution is adopted we will have better conditions in the factories and our membership will be increased. Hoped that the committee's report would not be sustained.

Delegate McMorrow, 141: I think we all have an ambition to have the union stamp mean not only that the work was done on the shoe by members of the union, but also that the leather was union tanned, and that the parts that go into the shoe were made under union conditions. That is an ambition which I think we all have, and I believe it is a question that ought to take up some little time of the Convention, perhaps, every time we hold one. As far as our present position goes, as far as the power we possess at the present time to make progress in that direction goes, it seems to me that is the question we must contemplate.

There has been a statement made here to the effect that some work, buttonhole making, has been done outside of the stamp factories and brought back in and placed upon union stamp shoes. I have always been under the impression, and I think I am correct, that work other than that which has been separated for some years past by well established business concerns making supplies, has probably made it an entirely separate business from shoe manufacturing, and I have always been under the impression that all the work other than that should be performed in the factory that had the use of the union stamp, and I still think so, and if there are conditions of that kind, it seems to me they ought to be reported to the General Board and investigated, or if there is a union stamp factory that is sending out stitching to be done in a stitching room that is not organized, I would most certainly consider that pretty nearly a violation of the union stamp contract.

These suggestions made that we contemplate using the influence that we have with

the union stamp manufacturers at this time for the purpose of getting them to use exclusively union stamp supplies that have been mentioned is a matter that I think everybody here understands.

Notwithstanding our ambition in that direction, it is not discreet at the present time that we put it in form. I do believe every effort possible should be made to get those sole leather workers, more and more of them, in the union; to get all the workers that work on those supplies over which we have jurisdiction to do so, and I believe we should have that as one of our ambitions, so that we may come here at some Convention in the future and be able to dictate to the manufacturers of shoes using the union stamp that not only must the workmanship be union, but that the supplies must be union made. I sincerely hope the day will come when we can come to a Convention and dictate that and get it.

I believe I suggested a year or two ago that the General Board take into consideration the advisability of getting the jurisdiction of the Almagamated Leather Workers. We will never have a thoroughly union made shoe until we know that the leather that is in the shoe is tanned by union labor. All we can do is to do our best to be consistent, to try at all times to help these other organizations, to try at all times to do that work demonstrating our faith and confidence in the trade union movement that will bring that degree of solidity so that we can some time, as I stated before, be in a position to take cognizance in a practical and substantial way of the matter brought before this Convention at this time, but I do not believe we can do it now, and I realize that every delegate here knows we cannot do it.

Delegate Matthews, 160: We have all agreed that the agitation of the union stamp is going to build up this organization, and I am of the same opinion that we have got to make a demand upon the manufacturers of counters and heels for union made goods in the same degree. I am a sole leather worker, and we are greatly affected by this

system of making some of the counters and heels in the factory, and when it suits the manufacturers, or any difficulty arises, they say, "We will buy them." Consequently they go and buy them, and our members are suffering. I certainly am in favor of this proposition.

Delegate O'Dell, 232, stated that the adoption of this resolution, as far as it pertained to Canada, would result in cancelling all union stamp contracts, as the manufacturers would be obliged to purchase their supplies in the United States and pay duty, which was an extra expense which they would be unable to stand.

Delegate Robinson, at large, favored the report of the committee.

Delegate Smith, 74, opposed the report of the committee; believed the resolution should be adopted.

Delegate Saunders, 35, opposed the report of the committee. Did not object to the findings being made outside of the factory, but believed they should be made under union conditions.

Delegate Abbott, 99, opposed the report of the committee; mentioned that we had already gone on record on union made supplies in sustaining the appeal of the Lynn Joint Council that Walton & Logan Co.'s heeling department be organized by Aug. 1.

Delegate Regan, 192, opposed the report of the committee.

Delegate C. A. Kelley, 35, opposed the report of the committee and pointed to the fact that Chicago manufacturers running non-union factories were using union made supplies.

Delegate Lovely opposed. We have declared that it is essential to organize. Under this proposition we would disorganize factories now under our contract. Manufacturers in St. Louis could not be pre-

vailed upon to purchase supplies in Brockton, but would give up the union stamp. This applies to every other Western city.

Delegate Kasper favored the report of the committee; believed all the Chicago delegates were of the same opinion. Denied that Chicago manufacturers were using union made supplies.

Delegate Robinson, 32, opposed report of the committee.

Delegate Hughes, 53, favored report of the committee.

Delegate James, 281, favored report of the committee.

Delegate Dullea, 205, opposed the report of the committee.

Delegate Studley, 44, requested and received permission to introduce the following resolution:

Resolution by Delegate Studley.

WHEREAS, Our country, without an enemy in the world, is spending on armaments more than it is spending on all its public schools, despite the fact of its having six million illiterate citizens; and

WHEREAS, The burden of armaments in Europe is forcing hundreds of thousands of immigrants to our shores and is impoverishing many of the nations of the Old World and thus is seriously impairing our markets; and

WHEREAS, The burden of taxation for armaments, in peace as well as in actual warfare, bear most heavily upon the workers;

Resolved, That the time has come for all civilized nations to consider the limitations of armaments and to prepare to substitute arbitration for warfare; and

Resolved, That we hereby respectfully request the president of the United States to recommend to the Second Hague Conference measures that provide for general limitation of armaments, the establishment of a general arbitration treaty and a World Parliament to meet at stated intervals to confer upon the mutual interests of the nations.

Adopted.

Adjourned until 2 P. M.

AFTERNOON SESSION.

Convention called to order at 2 P. M. by President Tobin.

Roll-call showed the following absent: Dele-

gates Batchelder, 35; Laird, 35; Mulryan, 150; Flynn, 150; Dehling, 197; Paulin, 266; Schwartz, 282, and Horn, 340.

Continuation of debate on report of the Committee on Constitution, which is non-concurrence in the so-called findings resolution.

Delegate Tateman of the committee: I would like to say in regard to the shoe findings proposition as applied to Cincinnati that I have come in contact at various times with the manufacturers of that city and have spoken to them on various occasions regarding our arbitration contract. It is my firm belief that should this Convention insist upon the General Officers enforcing the law which would provide that all findings, heels, counters, etc., must be bought from firms using the stamp, it would make it impossible to completely organize the city he represented.

I want to say to the delegates here that the City of Cincinnati is a shoe manufacturing center that should be reckoned with; that you have got to compete with Cincinnati made shoes, and the competition is a hard one for some of the manufacturers using the union stamp.

Delegate Sullivan, 37: I hope the report of the committee will not be concurred in. I believe if the General Officers of this union had carried out the will of the delegates at the Detroit Convention this thing would have been settled for all time before now. I believe there are many firms making shoe findings in this country that would have adopted the union stamp and enabled the stamp manufacturers to get all the supplies they wanted union made.

Upon request of President Tobin, Delegate Sullivan read the report of the Detroit Convention in this matter.

The Joint Council shall insist that in the production of stamp shoes, the outsoles, insoles, heels, vamps, facings and findings be prepared under Union conditions wherever the same is practicable; and they shall do all in their power to promote the sale of all recognized label products.

Delegate Watson, 192: Believed in the union stamp and demanded that the sole leather workers should have justice done to them by the Convention passing this resolution. He cited the case of the manufacturer in Lynn who requested permission from the Lasters' Executive Board to have shoes made in a non-stamp factory on account of shoes being ahead of the lasters, and referred to Delegate Robinson for confirmation of his

statement. If this resolution failed it would be possible for manufacturers to have not only the findings but their inner-soles cut under non-union conditions. For this reason he hoped the report of the committee would fail.

Delegate Martindale, 15: Described the arguments as far-fetched. In his judgment, if the report of the committee was not sustained, we would lose manufacturers using the stamp not alone in his city and the West, but also in the City of Brockton. He spoke as one who had seen all forms of organization and considered our present policy the wisest, and did not think the delegates at this Convention would change that policy and risk our further progress. Hoped a vote would be taken immediately and settle it as it had already been settled at the Detroit and Cincinnati Conventions.

Delegate Ford, 192: Opposed the report of the committee.

Delegate McMorro, 141: The question occurs to me this way. Can you afford to make legislation here today that will compel the General Board of this organization to demand of their union stamp manufacturers that they shall use supplies union made and none other? Outside of the question of consistency, is it one of expediency? Would we be consistent even though judging that we were in a position of power to do that, and finding out afterwards that we were not, and perhaps having it result in cutting our membership in half or more? Would we be nearer the point than when we dictate to the manufacturer that he should use his influence to organize the sole leather workers? Would not we be further away than we are now? I submit again that this is not a prudent time to transact this legislation. When that time will come is beyond the ken of any delegate here. It depends to a great extent upon the activity displayed by the delegates here when they go home, and upon the activity displayed in union affairs by the members which they represent. The manufacturers that we have now upon our list being day after day persistently urged by the Employers' Associations that are antagonistic to the labor movement to get away from us entirely. Factory after factory being nagged to death by

that anti-trade union business men's association to do so. With all of those things taken into consideration, can you take the responsibility here of the result which would come from legislation of this kind? I say that you cannot do it and still believe in this organization or in this organization's future.

Delegate Bowe, 256: Opposed the report of the committee.

Delegate Miller, 222: Favored the report of the committee. If we pass this resolution it means we are going to put every obstacle in the way of the men who are willing to deal with us, and we are going to place a premium on the man who says he will have nothing to do with organized labor.

Delegate Whaley, 15: Favored the report of the committee. If we place any more restrictions upon the manufacturers it will retard progress in the direction of encouraging the adoption of the stamp.

Delegate Byrne, 225: Favored the report of the committee. This proposed legislation is dangerous to the interests of the local unions and every member in the organization.

Delegate Steele, 256: Want to go on record as not favoring the report of the committee. Brought in a minority report at the Cincinnati Convention on this same question.

President Tobin: I desire to correct an impression that has gone abroad and has been used quite extensively in regard to the Detroit Convention. Allegations have been made that the General Officers have juggled with the proceedings and did not draw the Constitution in accordance with the acts of the Convention. I am going to read the decision of the Convention on this subject, which is as follows:

The committee recommends that local unions and joint councils endeavor to have manufacturers use union label shoe supplies when such supplies are available, equal in quality and at no more cost than non-union supplies.

Delegate Sullivan, 37: Do you deny what I read?

President Tobin: This was a modification of that. The Convention reached the opinion that the other was too radical.

I do not mean to say anything for the purpose of conveying my position in the matter. That was contained in my report. The whole proposition is summed up in this. The adop-

tion of any such measure as is embodied in this resolution would pledge, not the local unions, not the joint councils, to carry out the provisions of such legislation as this, but the Executive Board, and the whole burden rests upon the General Officers to carry out a declaration of this kind. The local unions do not do it, and they have no machinery by which they can do it, and there is no machinery in the shape of organized labor on the face of the earth that will compel manufacturers to carry out a provision of this kind. It is absolutely impossible of accomplishment. You say you would lose union factories in the West if you adopt this, and you would lose factories in Brockton as well.

Our ability to organize sole leather workers and cutters on supplies is very much better by using our present strength for that purpose. It is not accomplished by reducing the membership of our organization.

We may undertake to carry it out, but we will meet with failure, and then you will see the wisdom, or lack of wisdom, in the legislation enacted here.

I have no time to waste in any fruitless efforts of that kind. If we had a degree of organization throughout the entire country which would make it impossible for a manufacturer to escape from our organization, and by giving up the stamp he would still have an organized factory to deal with, I should say let us adopt this legislation. But you confess here that if the stamp is removed from any factory that not more than 5 per cent of the employees would remain in the union. I say, when you adopt legislation of this kind you drive our members out of the union or at least you give them an opportunity to drop out of the union, which they will avail themselves of if you adopt this.

Roll-call requested.

Roll was called with the following result:

Yeas—Baxter, LaFleur, Bly, Langeland, Woodbury, Garfield, Vaughn (6), Martin, Martindale, Schaeffer, Whaley, Boyle, Howes, Luippold, Perry, Dunham, Raymond, Staples, McGuiness, Lovely, Campbell, McMillan, Sicard, Perkins, Dwyer, Emery, Casey, Hatch, Duffy, Studley, Monks, Geary, Minihan, Kane (48), Nolan, Gallagher, Conant, Higgins,

Leary, Hannan, Hughes, McManamy, Bury, Tateman, Sweeney (69), Nitsche, Anderson, Chandler, Chevigny, Farrell, McGaughey, O'Brien (122), Cosgrove, Short, Elphinstone, Kuehn, McMorrow, Kelley (143), Madden, Meyers, Wartusch, Mathews, Gillen, Flahive, Schmidt, Kaspar, Miller (222), Turner, Schaffield, Byrne (225), Gimblett, O'Dell, Crump, Stewart, Epps, Lesperance, O'Reilly, Bildeau, Corcoran, Poland, James, Clough, Edmonds, Murphy, Leighton, Lee, Marazzane, Ware, Rohrdanz, Lydon, Ostrander, Kreger, Stanton, Ryan (338), Moran (341), French, Godfrey, Gunville, McIsaac, Vaughn (363), Weitler, Brown, Hebert, Connors, McEvoy, Kreuser, Marshman, Pratt, Howatt, Miller (419), Condon, Barbeau, Martel, Robinson ("O"), Hopkins—115.

Nays—Townsend, McAvoy, Chatterton, Murray, Robinson (32), Gibson, Moore, Hasty, Ford (35), Saunders, J. W. Kelley (35), C. A. Kelley (35), Russell, Moriarty, Costello, Sullivan, McDonald, Chubbuck, Meade, Harrington, Keating, O'Connell, Stack, Lyons, Butler, O'Boy, Upton, James O'Brien (44), Charles O'Brien (44), McCabe, Moran (44), Talbot, Sweeney (44), Shoughrow, Lowell, Kearns, Kane (74), Barry, Dahlquist, Wood, Smith, Carver, Abbott, Buckley, McQuaide, Hallinan, Bump, Kenney, Monaghan, Byrne (118), Moran (118), Healy, Hickey, Lynch, Holmes, Watson, Regan, Toomey, Cantwell, Collins, Ford (192), Dullea, Lovett, McCarthy, Ahern, Steele, Bowe, Frazier, Clark, Ronald, Lappin, Engler, Ryan (278), McCarthy (365), Rooney, O'Brien (365), Naves, Cole, Mackins, Connolly, Cushman, Tyler—82.

Report of the committee adopted, 115—82.

Resolution No. 27—(By Delegate Chatterton, Union No. 32):

To amend Section 5 of the Constitution.

The General President shall be the chief executive officer of this union; he shall enforce all laws, decide all constitutional questions (subject to an appeal to the General Executive Board), countersign all orders, be ex-officio member to all committees and boards, local or general; revoke charters of refractory or inactive locals when instructed to do so by the General Executive Board; be custodian and manager of the union stamp, report in detail to the General Executive Board, make annual report at end of fiscal year (May 31) and shall perform such other duties as this Constitution may prescribe. He shall be paid \$2,000 per annum and all legitimate expenses.

Committee reports unfavorably.

Delegate Dullea, 205: Opposed the report of the committee and hoped it would not be accepted.

Delegate Tateman of the committee: By rejecting the district plan of organization we have placed ourselves on record as opposed to any change.

Report of the committee concurred in.

Vice President Lovely in the chair.

Resolution No. 17—(By Delegate Joseph J. Chatterton, Union No. 32):

Section 24:

Changed to read:—Rules governing the use of the "Union Stamp" shall be made at a regular or special convention of the General Union, and said rules shall not be changed, amended or suspended by any General or Local Officers, Boards or Councils. All "union stamp" contracts shall be uniform and must be adopted at a regular or special convention and subject to change only by a convention of the General Union.

No manufacturer shall be granted the use of the "union stamp" unless the contract shall apply to the entire product under his control.

No stamp contract shall be issued for a term to exceed two years and shall not be issued or reissued without being approved by the District Council in which the factories are located.

The committee reports unfavorably on the first paragraph.

Report of the committee concurred in.

The committee reports unfavorably on the second paragraph.

Delegate Regan, 192: Opposed the report of the committee.

Delegate Robinson, 32: Believed that if the report of the committee was sustained it would have the effect of allowing manufacturers of men's goods who are starting a line of women's to use the stamp on the women's shoe. The label committee of Lynn, which was quite active, find great difficulty in obtaining shoes of every kind bearing the union label. For this reason he hoped the report of the committee would not be concurred in.

Delegate Mathews, 160: Favored the report of the committee. Considered the only solution of this question is that no shoe is union made unless it bears the stamp.

Delegate Lovely, 25: Favored the report of the committee.

Delegate J. W. Kelley, 35: Opposed report of the committee. To his knowledge one factory that is now operating under the union stamp had many difficulties with their employees in other non-union factories under their control. For this reason considered that it was an injustice to allow the stamp to be used in one and not all of the factories.

Delegate O'Dell, 232: Favored the report of the committee. Many retail dealers have registered a particular name as a trade-mark on a certain shoe. These shoes are made by both stamp and non-stamp manufacturers. He had often been asked the question: Are these shoes union made? His answer invariably is: The stamp is the only guarantee of shoes being made under union conditions.

Delegate James, 281: Favored the report of the committee. In the City of St. Paul manufacturers acted also as jobbers and handled union and non-union shoes. This proposed legislation would be an injustice to them and would in all probability react upon ourselves.

Delegate Nolan, 48: Favored the report of the committee. The factory that had been referred to by Delegate Kelley since operating under the union stamp had increased wages to a very great extent. If the stamp had not been granted conditions could not possibly have been improved. It was unwise for speakers to take the position that the proper method of organizing was first of all to disorganize the factories now organized. Hoped the delegates would give serious consideration to this resolution and concur with the committee that this would be unwise at the present time.

Delegate Lynch, 192: Thought that some speakers had befogged the issue. The question before the Convention was not relative to jobbers, but simply that manufacturers who found it to their advantage to use the union stamp in one factory should be compelled to sign contracts in their other factories. He would leave this question to the good judgment of the delegates.

Report of the committee concurred in.

Committee reports unfavorably on the third paragraph.

Delegate Dullea, 205: I would like to inquire if the report of the committee was defeated would it then be possible to amend it?

Vice-President Lovely: With the consent of the body, certainly.

Delegate McMorrow, 141: I would like to inquire if that proposition is intended to be retroactive, to apply to union stamp contracts now in existence.

President Tobin in the chair.

Delegate Tateman of the committee: That is the understanding of the committee.

Delegate McMorrow, 141: Believed that the stamp contract that now exists, which is approved by joint council before its issue, is a good proposition, to attempt at this time to empower joint shoe councils to have the reissuing of stamps would in a marked degree have the effect upon manufacturers to be less desirous to sign agreements with us. He hoped the report of the committee would be concurred in.

Delegate Regan, 192: Objected to the way that resolution was handled. In the first place, you are referred to a prejudiced committee, afterwards not being allowed to move a substitute resolution.

President Tobin: The chair may be wrong, although I have here a copy of Cushing's Manual, and would like Delegate Regan to sustain his position on substitute motions on this floor.

Delegate Russell, 35: Opposed the report of the committee. Joint shoe council had the power to grant the issue and should also have the power of the reissue. Cutters' Local No. 35 of Brockton had given notice to the General Office that they had a grievance in one particular factory and did not get satisfaction. The stamp was again reissued to them with a special contract. He most strenuously objected to this special contract and hoped the recommendation of the committee would not be concurred in.

President Tobin: I want to correct Delegate Russell. To explain this Douglas contract, to which reference has been made, let me say that the Cutters' Union did not specify the particular things they wanted amended in the contract. They simply notified the General Office that they desired to terminate the contract, or to have notice served on the firm of their desire to terminate the contract, so it might be amended, and the reason for that notice by the local union was the fact that the firm changed their method of cutting tips

from the board to cutting by die at a cheaper rate of wages than formerly, and for the purpose of preventing that a new contract was made with the Douglas Company which provided that no change in conditions should be established without first consulting the local union and an agreement thereof being had between the two parties.

When we undertook to amend the contract in that way, or to substitute our regular form of contract for the Douglas, and I might here explain that the Douglas contract was the first arbitration contract we made, and it is quite lengthy as compared with our regular form, as we call it. We endeavored to establish the regular form, but the Douglas Company contended that inasmuch as they had the original contract printed in large quantities and distributed as an advertising medium, they had certain rights in that contract which they could not surrender without considerable loss.

We submitted the question to the General Executive Board as to whether the new contract or the old one should be made, and the General Executive Board voted in favor of making the regular form of contract. It was then discovered that we could not make that contract with the Douglas Company; that we were in danger of losing the concern altogether. The General Secretary-Treasurer having voted in the affirmative, it was submitted for reconsideration, and the Board reconsidered it. Then was submitted a proposed amendment to the contract by the Douglas Company, which was added to the original form, and the General Executive Board then adopted the amendment to the contract and the contract was signed at that time. That is only incidental to the question now pending.

The resolution as proposed says that no stamp contracts shall be issued for a term to exceed two years and shall not be issued or reissued without being approved by the council where the factory is located. Don't believe shoe manufacturers would make a contract with our organization with the prospect that at the termination of two years the contract would be terminated and would not be renewed unless certain conditions imposed by the local union or council in the district where the factory is located are complied with. There

is no person on the floor of the Convention but will admit that wages cannot be held above the market rate, that the iron law of wages operates at all times, and that you cannot maintain by the strike method any higher wages than you can by arbitration. I doubt if you can hold as good a rate of wages, when you take into consideration the loss that comes incident to strikes. So, if it is true, and I contend that it is, that we can maintain by arbitration just as much as we can by strike, we come to the point where a contract terminates at the end of two years, and then we come to the manufacturer through any local union, Brockton, for example, with twelve local unions, and when the contract terminates in one of the factories the twelve unions there may make demand for an increase in wages.

The manufacturer is confronted with that proposition and the penalty of his refusal is that there will be no contract made, consequently he shall not continue his business along union stamp lines and he must run a free shop. The certainty is we would not make any new contracts, and the certainty is when present contracts expire we would not renew them.

Do not make any move here, do not make any mistake and enact legislation here which will make it impossible to build up better and better conditions. The whole struggle of the labor movement throughout this country has been year in and year out for the right to collective bargaining, a right which we have established in our organization and in many of the factories throughout this country, and we ought to hold that to the very last ditch.

Delegate Russell, 35: Requested the Secretary to read the following letter:

Boston, Mass, July 28, '05.

Mr. W. E. Jocoy, Business Agent, Cutters' Union No. 35, 126 Main Street, Brockton, Mass.

Dear Sir and Brother:

I am in receipt of your esteemed favor of the 27th inst., written in behalf of your local union, requesting that we notify the W. L. Douglas Shoe Co. that we desire their present contract with us changed and our newer form of contract substituted.

I herewith hand you a copy of a letter which I have written to the W. L. Douglas

Shoe Co. and forwarded to them by registered mail, enclosing them a copy of the new contract.

I also enclose to you a copy herewith of the same contract.

Fraternally yours,

JOHN F. TOBIN,
General President.

Delegate Watson, 192: Opposed recommendation of the committee. Dwelt at some length upon wage conditions in Brockton.

Delegate Lynch, 192: Contended that the only question at issue should be if men are sufficiently intelligent to be members of the joint shoe council to vote on the question of issuing the stamp, is it not reasonable to suppose they are perfectly capable of dealing with the reissuing of same stamp. He assured the Convention that joint shoe council members were conservative men who are actuated alone by the desire to better the conditions of the shoemakers, but not at the sacrifice of one single stamp manufacturer, and that the peace that had existed during the last seven years in Brockton while under the control of the Boot and Shoe Workers' Union would continue and the energies of our members there would be to build up and not by any means to take such action as might diminish the good results already obtained.

Delegate Hallinan, 111: Opposed the report of the committee.

Delegate Hickey, 192: On the question of arbitration stated that the lasters had adopted that method twenty years ago. Their loyalty to the Boot and Shoe Workers' Union was unquestioned and their desire at the present time that this resolution would insure legislation favorable to the demand of joint shoe council, and that they control the reissuing as they already do the issuing of the contract. For that reason he opposed the recommendation of the committee and hoped it would not be adopted.

Delegate Turner, 222: I believe it would be bad policy to allow the joint shoe council to reissue the stamp for this simple reason: I do not believe there would be any more reissuing of the stamp.

Delegate Meade, 38: Did not desire to occupy the floor owing to the lateness of the hour. He opposed the report of the committee and hoped an immediate vote would be taken upon their recommendation.

Delegate Watson, 192: I move that we remain in session until this question is settled.

Delegate Ford, 192: Point of order. The hour of adjournment has arrived.

President Tobin: The point is well taken. Adjourned to nine o'clock Wednesday morning.

NINTH DAY—MORNING SESSION.

Convention called to order by President Tobin at 9 A. M.

Roll call showed the following absent:

Batchelder, 35; Laird, 35; Hatch, 44; Mulryan, 150; Flynn, 150; Wartusch, 159; Dehling, 197; Paulin, 266; Schwartz, 282; Horn, 340.

President Tobin: The question before the Convention is the adoption of the report of the Committee on Constitution, relative to the issue and re-issue of the Union Stamp.

Delegate Meade, 38: With reference to the subject that is now under discussion, I have only to say that those who believe that the shoe council should have the same degree of privilege in the matter of approving the re-issuance of the Union Stamp contract as they did when the Union Stamp was created, have already presented their case, and those that are opposed to that have been heard, and there is nothing to be said on the part of either side. I have already announced my position on this matter yesterday afternoon, and it is not necessary to say anything further in this connection.

Delegae O'Boy, 44, moved the previous question.

Delegate Tateman, 68, requested a roll call, and there being a sufficient number, it was ordered, with the following result:

Yeas—Baxter, LaFleur, Bly, Langland, Woodbury, Garfield, Vaughn (6), Martin, Martindale, Schaeffer, Whaley, Boyle, Howes, Luippold, Perry, Dunham, Raymond, Staples, Lovely, Campbell, Emery, Stack, Casey, Duffy, Studley, Upton, C. O'Brien (44), Monks, Geary, McCabe, Moran (44), Talbot, Minihan, Kane (48), Nolan, Gallagher, Conant, Higgins, Hannan, Hughes, McManamy, Bury, Tateman, Nitsche, Anderson, Abbott, Chandler, Short, Elphinstone, Kuehn, McMorro, Meyers, Mathews, Gillen, Flahive, Schmidt, Kaspar, Miller (222), Turner, Schaffield, Byrne (225), Gimblett, O'Dell, Crump, Stewart, Epps, Lesperance, Bilodeau, Corcoran, James, Clough, Edmonds, Murphy, Leighton, Lee, Marazzane, Ware, Rohrdantz, Lydon, Ostrander, Kreger, Stanton, Ryan (338), Moran (341), French, Godfrey, McIsaac, Vaughn (363), Weitler, O'Brien (365), Cole, Mackins, Hebert, Mc-

Evoy, Marshman, Pratt, Howatt, Miller (419), Martel, Robinson ("0"), Hopkins—101.

Nays—McGuinness, McMillen, Sicard, Perkins, Dwyer, Townsend, McAvoy, Chatterton, Murray, Robinson (82), Gibson, Moore, Hasty, Ford (35), J. W. Kelley (35), Saunders, C. A. Kelley (35), Russell, Moriarty, Costello, Sullivan, McDonald, Chubbuck, Meade, Harrington, Keating, O'Connell, Lyons, Butler, O'Boy, J. O'Brien (44), Sweeney (44), Shoughrow, Leary, Sweeney (69), Kearns, Kane (74), Barry, Dahlquist, Wood, Smith, Carver, Buckley, McQuaide, Hallinan, Bump, Chevigny, Kenney, Farrell, Monaghan, Byrne (118), Mattau, McGaughey, T. O'Brien (122), Cosgrove, Kelley (143), Madden, Healy, Hickey, Lynch, Holmes, Watson, Regan, Toomey, Cantwell, Collins, Ford (192), Dullea, Lovett, McCarthy (205), O'Reilly, Ahern, Steele, Bowe, Frazier, Clark, Ronald, Lappin, Poland, Engler, Ryan (278), Dumas, Gunville, McCarthy (365), Rooney, Brown, Naves, Connolly, Conners, Cushman, Tyler, Kreuser, Condon, Barbeau—94.

Report of committee adopted by a vote of 101 to 94.

Resolution No. 23—(By Delegate Joseph J. Chatterton, Union No. 32):

Amend Sec. 105 to read—A convention shall be called for the second Monday in June, providing a majority of all Local Unions that voted in the preceding January, voted in favor of holding the same, and special conventions may be called at any time on official vote and request of a majority of all local unions voting.

All delegates to conventions must be members of the B. & S. W. U. in good standing, and must be members in continuous good standing of the local union which they are elected to represent, for a period of at least one year, and must attend a majority of meetings for that length of time, previous to such election. This is not to apply to members on transfers who have been working continuously at the trade, or to local unions that have not been organized for that length of time.

Committee reports unfavorable on first paragraph.

Delegate Russell, 35: Believed this was a fair proposition. A majority of the unions refuse to vote altogether on it, therefore I contend that they eliminate themselves from any right in judging whether or not we should

have a convention. I believe that if a majority of the unions vote for a convention that we ought to have it, and the people who neglect to vote show they have no interest in the organization, and the fact that they did not vote should not be registered against having a convention.

Delegate Abbott, 99: "I am not in favor of the committee's report for this reason: That I think it should be the second Monday in June."

Secretary Baine: It would be impossible to hold the convention on the second Monday in June unless the fiscal year is changed, for under this arrangement the General Auditors would be unable to audit the books of the union in time to report to the Convention. Many unions do not vote on the question of holding a Convention because of their understanding that failure to vote records them in the negative. An amendment to provide that a convention will be called on a majority of the local unions voting should be followed with another amendment making it compulsory for all local unions to vote.

Committee's report concurred in: 100—54.

On second paragraph of resolution 23 the committee recommends the following substitute:

All delegates to Convention must be members of the Boot and Shoe Workers' Union in good standing, and must be members in continuous good standing of the local union which they are elected to represent, for a period of at least one year previous to the date of the election, and attached to the local union, and must attend a majority of meetings for that length of time previous to such election. This not to apply to members who may have been absent from meetings by reason of being employed for the union. This section not to apply to local unions that have not been organized for that length of time.

Delegate Dullea, 205: Moved to amend the report of the committee by requiring that members shall be members in continuous good standing for one year previous to the Convention and attached to the local union of which they are members.

Delegate Regan, 192: I am not in favor of the resolution as presented. I do not believe that it should be within the power of the organization to transfer organizers from one locality to another, same as has been done at

this time to enable them to attend the Convention.

Secretary Baine: I would like to correct a statement of Brother Regan, and that is that general officers do not transfer organizers in order that they may attend Conventions. I suppose the reference is made to Delegate McMorrow, and I wish to say that on April 16th, 1904, Delegate McMorrow was transferred to Union 141 for the purpose of allowing him to represent the local union in the central body, and for no other reason.

Delegate Regan, 192: How long since Delegate McMorrow has been in Philadelphia?

President Tobin: Brother McMorrow was in the Central Body for at least a year before he went on his Western trip, which he has been on during the past year, and he was very active in the Central Body, and I think I can truthfully say the most prominent of the Central Body, and has done a great deal of work, for which they have expressed their thanks many times. With reference to Delegate Byrne, who was transferred from Marlboro to Auburn, Me., over a year ago, it certainly could not be said that he was transferred at that time for the purpose of attending this Convention. His transfer was for the purpose of being in the labor movement there and represent the local union. He was also a delegate to the State Federation of Maine and represented the State Federation of Maine at the Pittsburg A. F. of L. Convention last November.

Amendment offered by Delegate Dullea adopted.

Report of committee as amended by Delegate Dullea adopted.

Resolution No. 25—(By Delegate Joseph J. Chatterton, Union No. 32):

Amend Sec. 106 so that a referendum vote shall be submitted upon the request of five or more locals or one or more jurist councils, and a majority of all votes cast, instead of two thirds, shall carry an amendment.

Committee reports unfavorably.

Concurred in.

Resolution No. 16—(By Delegate Joseph J. Chatterton, Union No. 32):

Amend Section 20:

Insert after the first paragraph: The General Inspectors of Elections shall meet at the general headquarters at 10 o'clock A. M. on the first Monday after election day, etc.

Any candidate may demand and receive a recount upon the petition of one Joint Council of five Local Unions, provided such petition is presented within thirty days after announcement of the General Inspectors of Elections.

Candidates for General President, Vice-President, Secretary-Treasurer and General Executive Board may have one representative present during the counting of the ballots.

Strike out all of the last paragraph of Section No. 20.

On first paragraph of this resolution committee reports no action necessary, having been covered in previous legislation.

Concurred in.

On second paragraph the committee has amended to read as follows:

Any candidate may demand and receive a recount upon the petition of one joint council or five local unions, provided such petition is presented within thirty days after announcement of the General Inspectors of Elections, provided such joint council or five local unions can furnish sufficient evidence to the General Executive Board justifying the recount.

Committee reports favorably.

Delegate Lowell, 69: What has this committee in mind when they say we shall furnish sufficient evidence to the General Executive Board to justify a recount?

Delegate Tateman, 68: The committee desired to prevent any unreasonable demands for the recount of the ballot.

Delegate Russell, 35: Opposed.

Delegate Dullea, 205: Moved to strike out that portion of the committee's recommendation providing for submission to the General Executive Board.

Amendment adopted.

Report of committee as amended adopted.

On third paragraph of resolution 16 the committee reports unfavorably.

Delegate Russell, 35: Opposed the report of the committee. Believed that the parties interested should be represented at the recount.

Delegate Tateman, 68: The amendment applies to the counting of ballots and not the recount.

Report of committee not concurred in.

President Tobin: The question comes on the adoption of third paragraph of resolution 16.

Delegate Dullea, 205: Moved to strike out the word "counting," and insert "recount."

Adopted.

Delegate Kasper, 213: Who is to pay the expenses of these representatives.

President Tobin: The expense of the General Inspectors of Elections will be borne by the General Union. The representatives to inspect the recount must be paid by the local union.

Delegate McManamy, 59: I do not see why the General President, Vice-president, Secretary-Treasurer and General Executive Board are designated. Every candidate on the ballot should be entitled to the privilege.

Report of committee as amended adopted.

Fourth paragraph of resolution 16, the committee concurs in, but recommends the following substitute for the last paragraph of section 20 of the Constitution:

Should the voting result in a tie, then the General Secretary-Treasurer will issue a second ballot containing the names of the candidates receiving the highest equal number of votes. The Secretary-Treasurer shall fix date upon which all local unions shall vote.

Committee's report concurred in.

Resolution No. 26—(By Delegate Joseph J. Chatterton, Union No. 32):

Amend Sec. 10 to read: Each Local Union shall nominate by secret ballot on the second Thursday in July, and all Local Unions shall hold a regular or special meeting on that date to make nominations for General Officers.

The above section shall not debar members from voting for members of their choice, either in writing or otherwise, and each official ballot shall contain enough blank space to permit members to exercise this privilege.

The remainder of Sec. 10 to remain as it applies.

Committee reports unfavorably.

Delegate McCarthy, 205: I desire to ask if it would be possible to divide this question?

Delegate Dullea, 205: Moved that the question be divided and the first paragraph taken up.

Adopted.

Delegate Dullea, 205: Stated that inasmuch as the Convention had already adopted a general election day, it would seem that the same law should be made to apply to nominations.

Delegate Chatterton, 32: Opposed the report of the committee.

Delegate Minihan, 45: Favored report of the committee. Five local unions in his city met in one hall, and it would be impossible for them to all meet there on the same night.

Delegate Turner, 222: Favored report of the committee for the same reason.

Delegate Mathews, 160: Favored the report of the committee, stating it was extremely difficult to secure halls for meeting purposes in his city, and it would be just possible that the situation might arise which would make it impossible for his union to hold a meeting on the night designated.

Report of the committee concurred in.

Second paragraph of resolution 26, committee reports unfavorably.

Delegate Gibson, 32: Opposed. Believed that every member of the organization should have the privilege to exercise their right to vote for their choice whether their names appeared on the ballot or not.

Delegate Dullea, 205: Opposed.

Delegate Tateman, 68: Favored. Believed that members should only be allowed to vote for candidates who had been regularly nominated and had accepted such nominations.

Delegate J. W. Kelley, 35: Opposed the report of the committee.

Delegate Mathews, 160: Favored report of the committee.

Report of the committee adopted: 88—82.

Resolution No. 30—(By Delegate Joseph J. Chatterton, Union No. 32):

Amend Sec. 12 to read: At 12 M. precisely on the first week day in August the General Secretary-Treasurer shall close nominations, and any nominations received after that time shall not be considered.

The three candidates, for each position, who receive nominations of the greatest number of local unions shall be the nominees eligible for election.

The General Secretary-Treasurer shall, within fifteen days after the close of nominations, furnish a list of nominees to each local union, reporting eligibles from ineligibles.

Committee reports unfavorably.

Concurred in.

Resolution No. 29—(By Delegate Joseph J. Chatterton, Union No. 32):

Amend Sec. 13 so as to read: Candidates' names shall appear on the ballot in alphabetical order.

Committee reports unfavorably.

Delegate Robinson, 32: Opposed the report of the committee. Stated that under the present system candidates receiving the largest number of nominations were placed at the head of the ballot. Results of previous

elections showed that the candidates whose names appeared first on the ballot were always elected.

Delegate Lovely, 25: Favored the report of the committee.

Delegate Lowell, 69: Opposed the report of the committee.

Delegate J. W. Kelley, 35: Opposed.

Delegate Nolan, 48: Favored.

Secretary Baine: If we accept the argument offered by the first speaker, that the candidates whose names appeared at the head of the ballot are always elected, under the plan offered in this resolution it was possible to elect some member of unknown quantity who might receive but one nomination, but whose name commenced with "A," while a member who might have all the required qualifications, but whose name commenced with a letter well down in the alphabet would have no chance of election.

Delegate Mathews, 160: Favored report of the committee.

Report of committee concurred in: 103—74.

Resolution No. 19—(By Delegate Joseph J. Chatterton, Union No. 32):

Amend Section 37:

Strike out the word shop as it refers to collectors and insert after adjust wages and conditions of employment—subject to instruction, direction and approval of the local union.

Committee reports unfavorably on the section of this resolution relative to collectors.

Delegate Dullea, 205: Opposed the report of the committee, stating that the intention of this resolution was to permit the local unions to employ shop collectors who were not working in the factory, some manufacturers having refused to allow collectors who were not employed in the factory permission to visit the members during working hours for the purpose of collecting dues.

Delegate C. A. Kelley, 35: Opposed report of the committee. Believed a better state of organization could be maintained in stamp factories if business agents or collectors employed regularly by the union were allowed to visit the factories and investigate the standing of the members.

Delegate Hallinan, 111: Opposed report of the committee.

President Tobin: Stated he had no objections to this resolution. It must be understood

that it could not be made to apply to contracts now in force.

Delegate Dullea, 205: I have no desire to interfere with contracts already in effect. My idea was that in future contracts such clause should be inserted.

Delegate Studley, 44: Opposed report of the committee.

Delegate Studley, 44: Moved to recommit the subject matter to the committee.

Adopted.

On the second section of resolution 19 the committee reports unfavorably.

Delegate Tateman, 68: In reporting unfavorably upon this resolution the committee had in mind that it would take away the power of the local executive board to settle grievances, adjust wages, without referring to the local union, and the committee believes the present plan is for the best interests of the organization.

Delegate C. A. Kelley, 35: Opposed report of the committee. Stated that the intent of this resolution was to prevent local executive boards from settling wages or conditions in opposition to the wishes of members of the local union.

Delegate Murray, 32: Opposed report of the committee. Believed that executive boards should refer matters to local union before final action is taken.

Delegate Keuhn, 133: Opposed report of the committee. Believed that the local unions should have the right to instruct local boards.

Delegate Russell, 35: Opposed report of the committee. Cited an instance where their local executive board had voted to sign a bill of wages in direct opposition to the vote of the local union.

Delegate Watson, 192: Opposed. Stated that much trouble in his local union would have been averted had the local executive board followed out the instructions of the local union.

Delegate Regan, 192: Opposed the report of the committee.

Secretary Baine: It appears that the Convention agrees that local boards should be subject to instructions from the local union, but many of the delegates are opposed to passing legislation which will make it necessary for local boards to secure the approval

of the local union in all questions that come before them, and I would suggest that the words, "instruction, direction and approval" be stricken from this resolution, and the words "the control" be submitted, thereby making the local executive board subject to the control of the local union, which will enable the local executive board to settle grievances without the approval of the union except in such cases where the local union desires to give the board special instructions. To do this it will be necessary to vote down the report of the committee. I recommend that this be done.

Report of the committee not concurred in.

Delegate Watson, 192: Moved that the words "instructions, directions and approval" be stricken from the resolution, and the words "the control" be inserted, to make it read as follows: "Subject to the control of the local union."

Adopted.

Resolution as amended adopted.

Resolution No. 20—(By Delegate Joseph J. Chatterton, Union No. 32):

Amend Sec. 56:

Strike out the word shop wherever it appears.

Delegate Tateman, 68: Another resolution covering this same subject having been re-committed, I move that the same course be taken with this resolution.

Adopted.

Resolution No. 34—(By Delegate W. F. Russell, Union No. 35):

To amend the Constitution so as to provide that all employees in Union Stamp factories shall be members of their respective unions.

That members of the B. & S. W. U. shall not be compelled to work on any product that is declared unfair by the A. F. of L.

Committee reports unfavorably.

Delegate C. A. Kelley, 35: Moved to divide this resolution

Adopted.

First paragraph of resolution committee reports unfavorable.

Delegate J. W. Kelley, 35: Opposed report of the committee. Believed that all employees in union stamp factories, such as machinists, firemen, carpenters, etc., should be members of the union. Other organizations expected this support from us in return for their support of our union label. An arrangement

of this kind would prevent complications in the Central Bodies.

Delegate Regan, 192: Opposed the report of the committee.

Delegate Lovely, 25: Favored report of the committee. Hoped the time would come when the different organizations could co-operate to bring about this much desired result.

Secretary Baine: A condition of this kind is much desired, but it must be brought about generally. It is just possible that in one district we might be able to enforce a law of this kind, but if it is made a constitutional requirement it could not be enforced generally. No organization in the labor movement has any cause for complaint from our treatment in matters of this kind, as we have done everything possible to assist other organizations to the extent of our ability without endangering our own union. Our jurisdiction does not extend beyond workers on shoes, and that is as far as our contract can be applied. We will at all times use our influence to the end that employees in our factories belonging to other trades shall be members of their respective unions, but a positive law with our present degree of organization and union stamp demand could not be put into effect.

Neither would we be justified in asking other organizations to refuse to allow their members to work in shoe factories where non-union shoe workers are employed.

Committee report concurred in.

Second paragraph of resolution 84 committee reports unfavorably.

Concurred in.

Resolution No. 3—(By Delegate Joseph W. Kelley, Union No. 35):

To amend Section 26 by inserting:

The editor shall establish and maintain a member's forum, and shall publish any and all communications devoted to the industrial and economic education of the members.

Committee reports unfavorably.

Concurred in.

Secretary Baine read the following telegram. The name of the one to whom it was addressed, as well as the name of the sender, will be omitted:

"Carload of boxes shipped to Pabst Brewing Co., Milwaukee, today from Atwood Mill."

President Tobin: If there is no objection, I will appoint a committee to wait on the Pabst Brewing Co., whose names shall not be made known.

Adjourned until 2 P. M.

AFTERNOON SESSION.

Convention called to order by President Tobin at 2 o'clock.

Absent at roll-call: Batchelder, Laird, Hatch, Mulryan, Flynn, Wartusch, Dehling, Paulin, Schwartz, Horn.

Delegate Tateman, for the Committee on Constitution, submitted the following substitute to cover resolutions 19 and 20: "That the General Executive Board be and hereby is instructed to communicate with all manufacturers operating under union stamp contracts not later than August 1, 1906, requesting that Section 6 of the union stamp contract be so changed as to read: 'The employer agrees that the regularly appointed collector, or business agent acting in the capacity of collector, shall not be hindered or obstructed in collecting dues from members working in their factories.'"

Adopted.

Resolution No. 9—(By Delegate P. J. Byrne, Union No. 225):

Resolutions on discharge of officers and members of our union working in open shops.

WHEREAS, Manufacturers of boots and shoes in many localities have discriminated against many of the officers of our unions; therefore be it

Resolved, That the General Executive Board be instructed to take such steps as will reinstate and protect all shoe workers in their employment who are members of our unions in all factories operating as open shops.

Committee recommends that this resolution be referred to the General Executive Board, as we deem it inadvisable under our present degree of organization to make any constitutional provision which will make it compulsory for the General Executive Board to insist upon the reinstatement of members.

Adopted.

Resolution No. 33—(By Delegate Henry J. Regan, Union No. 192):

Resolved, That all delegates to Conventions shall be paid from the general fund transportation expenses by the shortest route and hotel expenses at the rate of \$2.00 per day.

Committee gave this resolution careful consideration and again reports unfavorably, believing this arrangement would make an assessment necessary which would not be acceptable to the members.

Concurred in.

Delegate Sweeney of Committee on Organization submitted the following:

Resolution No. 12—(By Delegate J. P. Meade, Union No. 38):

Any member of the Boot and Shoe Workers' Union wishing to learn a particular part of the trade outside the jurisdiction of his own local union shall make application to his local to intercede in his behalf with the local union having jurisdiction over the part of the trade to be acquired, and should failure to agree follow the request should be considered by the Joint Shoe Council, whose decision shall be final.

The above is intended to be made part of the Constitution.

To cover this resolution, your Committee submits the following:

"Any member of the Boot and Shoe Workers Union wishing to learn a particular part of the trade outside the jurisdiction of his own union shall make application to his local executive board to intercede in his behalf with the local executive board having jurisdiction over the part of the trade to be acquired; and should failure to agree follow, the request should be considered by the Joint Shoe Council. If the decision of the Council be unsatisfactory, an appeal can be made to the General Executive Board, whose decision shall be rendered within thirty days and shall be final. In no case shall an application be considered unless the member has been one year in good standing. This is not intended to create a surplus of help in any particular part of the craft. The above is intended to be made part of the Constitution."

Delegate Sweeney, 69: The committee looked on this amendment as an inducement to the boys and girls to become members of the Boot and Shoe Workers' Union. There is nothing in our Constitution that we can point to that will induce boys and girls from 17 to 18 years of age to become members of this organization. I speak from experience. I am a collector in a large factory, appointed to collect, organize, and if possible unionize the shop. I am sorry to say I have no stamp contract to help me out.

I go through the factory one day a week to do this work. I have been asked the ques-

tion time and again: What inducement have you to offer us? The first time the question was asked me I was facing a group of boys and girls who were, so to speak, upon the floor. The question came from a bright little fellow who, to me, was looking to advance himself along the line of shoemaking, and as I looked into the little fellow's face, I dodged the question.

At the first opportunity I took my constitution, looked through it, and I found there was nothing there to help me out. I took the question to Brother Lowell, and Brother Lowell and myself went into our own local union and got a motion on record that all boys working in the lasting department holding union cards on application be permitted to learn lasting, providing the opportunity came to them.

Mr. President, and brothers and sisters, the resolution drawn up by your committee has covered all I have mentioned. It covers all the factory, and I trust that this Convention will accept the report of the Committee and make it constitutional.

Concurred in.

Delegate Meade of the Committee on Resolutions submitted the following:

Resolution No. 7—(By Delegate Frederick E. Studley, Local No. 44):

WHEREAS, The continuance of harmonious relations between the parties to our Union Stamp Contract depends upon prompt action along the lines of arbitration in all matters wherein all reasonable methods to effect a mutual settlement have been exhausted, and,

WHEREAS, Both parties to the contract, or their duly authorized agents, have been accused of causing unnecessary delay in the matter of affixing their signatures to applications for arbitration; therefore, be it

Resolved, That the General Executive Board be and hereby is instructed by this Convention to request of all manufacturers holding our Stamp Contract, not later than July 15th, 1906, that the following clause be incorporated and become a part of their contract:

In the event of either party to our Union Stamp Contract, or their duly authorized agents, giving written notice to the General President of their desire to refer to arbitration any matter in dispute, relative to wages, conditions of employment, interpretation of contract, or any other difference of opinion, he shall insist that the application for same be signed within seven days from his receipt of said notice.

Failure of either party to comply with this clause shall constitute a direct violation of the contract.

Committee reports favorably. The committee recommends the following: That the General Executive Board be instructed that on the issue or reissue of future contracts with this recommendation be adopted by this Convention and the same inserted in the contract.

Concurred in.

At the request of Delegate Sullivan, No. 37, resolution 37 was withdrawn.

Resolution No. 11—(By Delegate J. P. Meade, Union No. 38):

It is agreed that where a change of system or method is made the manufacturer agrees to notify the union, and the two parties shall endeavor to agree mutually upon a price to be paid. Should the employer and the union fail to agree the matter shall be submitted to arbitration and the decision rendered shall date from the time of change in system or method.

The above is intended to become a part of the contract.

Committee recommends to instruct the General Executive Board that on the issue or reissue of future contracts a clause be inserted to cover this resolution.

Concurred in.

Resolution No. 31—(By Delegate William Watson, Union No. 192):

Resolved, That in the issue and reissue of stamp contracts it shall specify in said contracts that all differences that may arise that cannot be mutually settled shall be referred to a board of arbitration that may be mutually agreed upon by the parties, local unions and joint councils that are affected.

The committee decides that no legislation is necessary on the ground that the contract as it now stands does not make it compulsory on either party as to what mode of arbitration they shall have, and the committee cannot see any reason for making a recommendation to the Convention that any change in this contract be made as it now stands.

Delegate Watson: Stated that this legislation was necessary. Contracts issued in Massachusetts provided that all grievances should be left to the State Board of Arbitration, and his union was not satisfied with the present State Board. Had made an effort to change the personnel of this board, but had been unsuccessful. His union believed in arbitration, but desired to have the contract so amended that grievances could be left to a local board of arbitration mutually agreeable.

President Tobin: I have a suggestion to make which may solve this problem. I would suggest that the Lasters' Union endeavor to get the manufacturers to agree that instead of submitting their cases to the State Board, they submit them to a local board of arbitration, or if they can agree with the manufacturers locally by mutual agreement on their price for a year or more, they might be permitted to do so, but to make a general declaration here for joint arbitration, which would sidetrack the State Board entirely, would not be satisfactory to most of our unions in Brockton, who testify that the decisions from the State Board have been in their favor in practically every case.

Delegate Watson, 192: We have tried that plan, but the manufacturers have refused to accept it. This resolution does not abolish the State Board, but would make it optional with the local union whether they should submit their grievances to a local board or to the State Board.

Delegate Meade of the committee: I want to say that the committee were unanimously of the opinion that if Brother Watson wanted to place that before the Convention some other means should have been adopted. The committee finds that the union stamp contract as it now stands contains no such words as the Massachusetts State Board of Arbitration. That is put in there with the mutual consent of both parties, and that is the reason the committee have reported as they did.

Delegate Sullivan, 37: The lasters are not the only union that is dissatisfied with the State Board of Arbitration in Massachusetts. His union had received bad decisions, but conservative leadership had prevented violations of the contract. The chairman of the Massachusetts State Board of Arbitration told the business agent of our union that he was going to make the prices in Brockton so the Brockton manufacturers could compete with those in Maine and New Hampshire. This is equivalent to saying he would give us the same prices they received in those places. Cited an instance where, after a decision had been rendered by the State Board, the manufacturer had voluntarily given the union increases on fifteen items over the State Board's decision.

President Tobin: In the interview of the State Board with the business agent of the Finishers' Union I heard the statement made by the chairman of the State Board, and I put an entirely different construction on the statement from that placed upon it by the business agent. Mr. Howland's statement was that in rendering decisions we must make our decisions so as to preserve the industry of shoemaking to the State of Massachusetts, meaning that if the standard of wages in Maine and New Hampshire was low, that it was not necessary that the wages in Massachusetts should be equally low, but they should make them so as not to be too far away from the conditions in Maine and New Hampshire as to make it prohibitive to manufacture shoes in Massachusetts and the trade would go to the adjoining states.

Delegate Moriarty, 37: Mr. Howland said the manufacturers would get prices so the Brockton manufacturers could compete successfully with Maine and New Hampshire.

President Tobin: Your interpretation of his remarks and mine differ. I have taken pains to ask him since what he meant by that and my conclusion is correct in accordance with what he told me.

Delegate Dullea, 205: Opposed the committee's report.

Delegate Lynch, 192: It seems to me this is a vital question for us, at least in Brockton, for the lasters and other organizations, as the delegates have told you. This contract that the chairman of the committee holds in his hand is not applicable to the contracts, or to the manufacturers who hold contracts in Massachusetts, as I believe in all the contracts that are made in the State of Massachusetts, the words "State Board of Arbitration" is written in. Outside of Massachusetts contracts provided for a board of arbitration selected by both parties to the agreement. That is all the Brockton union desires.

President Tobin: I have a suggestion that I think will solve this problem. That is, that the matter be referred to the General Executive Board to appoint a committee of three to act with a committee of the joint council of the Lasters' Union, or such other unions as may be interested, with a view to meeting

the manufacturers and arranging for a local board of arbitration, covering such unions as desire that method, and those that prefer the State Board may continue with the State Board.

Delegate Lynch, 192: I am heartily in favor of any method of procedure that might bring about more pleasant relations in the City of Brockton.

Delegate Dullea, 205: I would like to inquire if that is to be applied also to other cities in Massachusetts.

President Tobin: Inasmuch as this dissatisfaction with the State Board occurred in Brockton, and has not been particularly in evidence in other cities—I think the decisions in Lynn have been as a rule quite satisfactory; at least it has been so reported to me. I would suggest that the Convention dispose of the committee's report and then take up this as a concrete proposition in itself without any complications.

Delegate Sullivan, 37: I would like to inquire if that plan as proposed by the General President is accepted, would it be optional with the manufacturer whether he agreed to it or not?

President Tobin: Under our contract we could not compel the manufacturers to accept this method.

Delegate Woodbury, 6: I wish to go on record in this matter of the State Board. We have had a number of cases before the board, and as far as I can see we have been treated fairly. They have always showed a disposition to hear all we have had to say, and their decisions are given on the merits of the case. As far as I can say for Haverhill, we have no particular fault to find with the State Board.

President Tobin: I would suggest that action upon the committee's report be deferred, pending the adoption of a resolution as suggested here.

Delegate Holmes, 192: I move that action be deferred to permit the introduction of a resolution as indicated by the chair.

Adopted.

President Tobin submitted the following resolution:

That the General Executive Board be instructed to appoint a committee of three to

act with a like committee from the Brockton Council and a like committee from the Lasters' Union, or any other union in Brockton, for the purpose of meeting the shoe manufacturers, of Brockton to the end that a local board of arbitration may be submitted for the State Board of Arbitration for such unions as desire to substitute a local board.

Delegate Byrne, 225: Moved to adopt the resolution.

Delegate McCarthy, 205: Opposed, stating it was special legislation for the City of Brockton.

Delegate Dullea, 205: I move to amend the resolution so as to include other local unions and joint councils in Massachusetts who may desire this method.

Delegate Edmunds, 287: Opposed. Every local union that fails to get a favorable decision will demand this method.

Amendment adopted.

Resolution as amended adopted.

Committee's report on resolution No. 31 laid on the table.

Resolution No. 35—(By Delegate Charles Laird, Union No. 35):

That all union stamp contracts shall contain a clause that there shall be no reductions of wages during the existence of the contract, unless by the mutual agreement of the manufacturer and local or locals affected, and that no question shall be submitted for arbitration excepting the original one under dispute.

Your committee are unanimous in the idea that there is no intention to avoid the spirit of the arbitration contract, and they want that to go with their recommendation to the General Executive Board, and therefore report favorably.

Report of committee concurred in.

Resolution on auxiliary unions:

Delegate Meade, 38: Your committee has carefully read the communication covering this subject and recommend that the sentiments expressed be endorsed by this Convention.

Adopted.

Delegate Bury of the Committee on Appeals and Grievances submitted the following:

Appeal of Lynn Joint Council No. 4—Interpretation of Sections 44 and 53 of the Constitution.

Your committee recommends that the interpretation be as per section 53, and further recommends that section 44 be so amended, as to conform to section 53 of the Constitution,

so that the dues of members will start on the Saturday of the week that application is accepted at Headquarters.

Adopted.

Appeal of Local Executive Board No. 192 on the sick claim of D. J. Buckley:

The committee recommends that the decision of the General Executive Board, wherein half benefits had been allowed, be sustained.

Delegate Collins, 192: This is a case where the member had rheumatism twelve years before joining the union and has had two attacks since. The union physician at Brockton decided it was chronic, and he was only entitled to half benefits. We have certificates here from two doctors, both of which give the opinion that the case was not chronic. I desire the Secretary to read the certificates.

Secretary Bury of the committee read two certificates which bore out the statement of Delegate Collins.

Delegate Regan, 192: Opposed the report of the committee. Believed the member should receive full benefit.

Delegate Meade, 38: I would like to ask Delegate Regan how much money is involved in this proposition. Five dollars? I think it is all utter foolishness for us to spend \$75 or \$80 worth of time for the purpose of settling \$5.00. The sick claim ought to be paid and get the thing finished that way. I do not believe the question is whether we shall sustain the General Secretary-Treasurer in the management of the finances, because we all know he is careful and competent, and it is not understood that way. I am willing to attest to his discrimination in the administration of the sick fund, but I do not think it is worth the time spent on it.

Secretary Baine: I want to say with reference to this appeal, I have not any particular personal feeling in the matter at all. I just want to call your attention to this fact; that this brother had two attacks of rheumatism prior to joining the organization and has had two attacks since. In my opinion, that is chronic. I may be wrong; I am willing that the Convention should decide, but when Delegate Meade tells you it is simply \$5.00 at stake, I do not think he has considered the matter thoroughly, because action of this Convention will decide all future cases of this kind. It

is not a question of \$5.00, but it may be a question of thousands, and the Convention should consider it from that standpoint.

Committee's report concurred in: '69—56.

Appeal of Lasters' Local Union No. 32 against the decision of the General Executive Board, wherein jurisdiction was granted over pulling over machine operators to Lasting Machine Operators' Union No. 260 of Lynn:

Delegate Robinson, 32: In Lynn, unlike other cities, there are two Lasters' Unions, which is contrary to the Constitution. At the time Union No. 260 was granted a charter the lasters of Lynn outside of the niggerhead operators were affiliated with the Lasters' Protective Union. When they voted to affiliate with the Boot and Shoe Workers' Union they were given the old charter, No. 32, which was wrong and is responsible for the condition today. At the last meeting of the General Executive Board held in Lynn a committee of No. 260 appeared before the board requesting jurisdiction over the pulling over machine operators, which was granted without our union having an opportunity to present our side of the case.

Secretary Baine: In behalf of the General Board at the time this first came up at the meeting prior to the one mentioned by Delegate Robinson, the matter was thoroughly threshed over before the board by two committees from the different Lasters' Unions, and the General Executive Board at that time, a majority of them at least, were of the opinion that under the charter held by Union No. 260, they were entitled to the operators pulling over on the new machines, but the board at that time deemed it inadvisable to grant them jurisdiction, and suggested or advised that they appoint a committee and hold a conference for the purpose of amalgamating the two unions. That was the decision of the board at that time, and a letter to the Lasters' Union giving that decision was certainly sent.

At the last board meeting held in Lynn it is true the committee from No. 260 appeared before the board and there was no committee requested from local No. 32, for the reason that the General Board had already heard both sides of the case, and they decided to grant jurisdiction to local No. 260, because nothing had been done, or at least nothing successful had been done, to bring about that

amalgamation, local No. 260 stating it was an impossibility. Therefore, the board was obliged to decide the question, and they decided in favor of the Lasting Machine Operators' Union. The General Board either had to revoke the charter of local No. 260 or grant them jurisdiction, because the operators of the new pulling over machines are certainly machine operators. An effort has been made to amalgamate these two unions, but I understand that one of the unions, at least, are positive in their declaration not to accept this plan. Therefore the question for this Convention to decide is whether or not they can revoke the charter of Union No. 260 or sustain the Executive Board in their decision.

Delegate Chatterton, 32: Stated that in his opinion, under section 4 of the Constitution, the contention of local No. 32 is correct. They have always held jurisdiction over operators on the Chase and Ideal machines, and was therefore equally entitled to jurisdiction over operators on the new pulling over machine.

Delegate Murray, 32: Opposed the report of the committee. Did not believe an amalgamation advisable, as it would in his opinion tend to widen the breach between the two unions. Believed, however, that jurisdiction over the new pulling over machine should remain with local No. 32. The members of Union No. 260 certainly could not have had in mind the claiming of jurisdiction over pulling over machine operators at the time the charter was granted, as the machine was not then in evidence.

Delegate Ronald, 260: Stated that prior to their receiving a charter Organizer McMorrow had been in Lynn endeavoring to organize the lasters, but without success. We then agreed to join the Boot and Shoe Workers' Union, provided we could get a charter covering the lasting machine operators, which was granted us. We were told then that this new machine was in its infancy and that if it became a success we would be granted jurisdiction over the operators.

Delegate McMorrow, 141: What Delegate Ronald says is correct as far as I know. At that time we contemplated that if we could get the consolidated machine workers into the organization in Lynn we had a dream that

possibly we might start there and probably specialize on that particular end of it and go through the country and get a good, solid organization of operators on the Consolidated machines for the purpose of getting power to get higher wages, etc., and also for the purpose of preventing if possible the niggerhead school in Lynn from supplying the manufacturers, as we would then be in a position to supply the operators ourselves. We had quite a scheme at that time and we thought considerable of it. I feel like this about it. The pulling over machine is certainly now a part of the consolidated method and the pullers over logically belong to Union No. 260 of Lynn, which is composed of niggerhead operators.

Delegate Chatterton, 32: Spoke again at considerable length in opposition to the committee's report.

Delegate Lappin, 260: Favored the report of the committee.

Delegate Gibson, 32: Spoke in opposition to the committee's report.

Report of committee concurred in.

Appeal of J. E. Kelley protesting against the election of Thomas Farrell, Peter Monaghan, Frank Byrne and Joseph Poitras:

Committee recommends that the decision of the General Executive Board in denying this appeal be sustained.

Report of the committee concurred in.

Resolution No. 38—(By Delegate J. W. Kelley, Union No. 35):

Resolved, That the General Secretary-Treasurer be instructed to prove statements that appeared in the September 7, 1905, edition of the Brockton press.

Committee recommends that the appeal be denied.

Delegate Kelley: Stated that he had not intended to have this matter brought before the Convention and had introduced this resolution, believing it would be referred to the General Executive Board. Do not think Secretary Baine had any intention of injuring me at the time and feel sure we can settle our differences without taking up any of the time of the Convention. My complaint is really against the General Executive Board for failing to give my case proper consideration.

Delegate Turner, 222: Moved that the subject matter be referred to the General Executive Board.

Adopted

Appeal of Joint Council No. 1 of Brockton against the action of the General Executive Board on the reissue of contract to the George E. Keith Co.

The committee recommends that the decision of the General Executive Board be sustained.

Delegate Watson, 192: Stated that the lasters had a grievance with this firm and believed the most effective way to settle the matter was to have the General Executive Board withhold the reissue of the stamp until the grievance was settled. The matter was brought before the Joint Council and the secretary of the council was instructed to request the General President to give the firm the necessary three months' notice. This request was made to the General President December 1st, which, according to the General President, was one day too late to give the necessary three months' notice. We contend, however, that the General President had ample time.

President Tobin: The General President will contend, and I think the Convention will agree, that a year is from the first day of the year until the last day of the year. The first day of the year is on the 1st of January and the last day of the year is on the 31st of December. If I receive notice from a local union desiring that a manufacturer be given three months' notice of a desire to terminate the contract, it must be three months. If a notice comes on the 1st of December it is too late to notify a manufacturer if his contract expires on the 1st of March. I must get the request so I can get the notice into the hands of the manufacturer previous to the first day of December. That is all the difference between the lasters and myself in this matter. I might also state that the lasters were under the impression that the George E. Keith contract expired on the 8th of March. Instead of that it expired on the 1st of March, and I think the lasters will agree that is what they expected when they sent that notice in.

Delegate Regan: Opposed the report of the committee.

Delegate Lowell, 69: Opposed the report of the committee.

Delegate Dullea, 205: Opposed.

Delegate C. A. Kelley, 35: Opposed.

Report of the committee concurred in.

Appeal of Joint Council No. 1 of Brockton, Mass., against the action of the General Executive Board in the reissue of contract to The George G. Snow Co.:

The committee reports this appeal to the Convention without any recommendation.

Delegate Hallinan, 111, a member of the committee, submitted the following minority report:

"I submit herewith a minority report on the matter of granting the union stamp to the George H. Snow Co. In my examination of the evidence submitted in the case I find that a union stamp agreement was in operation between the firm of George G. Snow of Brockton and the Boot and Shoe Workers' Union. I also learned that after the death of George G. Snow the General Executive Board decided to reissue the union stamp contract to the firm of George H. Snow Co., using the same factory and machinery and retaining the same employees as the firm of George G. Snow. I am unable to find any evidence that proves any official connection by the George H. Snow Co. with the late firm of George G. Snow. I am convinced that in the so-called reissuance of the stamp contract to the George H. Snow Co., a departure from the form of granting the union stamp was made by the General Executive Board, and that a new contract should have been made with the George H. Snow Co., requiring the approval of the Brockton Joint Shoe Council.

(Signed) MICHAEL J. HALLINAN,
Local 111.

JAMES COSTELLO,
Local 37."

Delegate Hallinan, 111: In submitting this minority report I have no documentary evidence. I am basing my argument solely and entirely on the testimony presented by members of the Joint Shoe Council, and I might have occasion to call on those members to defend what I state on the floor.

President Tobin: If you say that the new firm is George H. Snow Co., then I will say if that proves to be the fact I will admit that a mistake was made, and that whatever corrections can be made shall be made, and that we erred in issuing the stamp to this concern. On the contrary, if it is shown that the firm with whom we have the contract now is George G. Snow Co., our contention is correct. I will let the matter rest upon that question.

Delegate Hallinan, 111: I have only the information I received. I do not claim I am right. I am simply basing my argument that

the contract died with George G. Snow and a new corporation was formed.

President Tobin: I desire to be as fair as Brother Hallinan hoped I would be and I will submit to the facts.

Delegate Studley, 44: I would like to ask information from Delegate Kelley, the present secretary of the Joint Council, how the present contract reads as to the name of the firm.

Delegate C. A. Kelley, 35: I believe it is under the name of George G. Snow Co. That is the name they go under.

Delegate Studley, 44: I wish to inquire if the original contract was made out to George G. Snow.

President Tobin: Yes, to George G. Snow Co.

Delegate Studley, 44: I have not seen the contract, but I believe the original contract was made out to an individual, and the reissue was made under the name of George H. Snow Co.

President Tobin: You are wrong.

Delegate Saunders, 35: I think the Brockton Shoe Council has got a case here. I was a member of the Joint Shoe Council when the R. B. Grover concern was inaugurated, and the General Office sent a new contract to the Joint Shoe Council. I believe this George G. Snow case is even a stronger case than R. B. Grover case or the White Dunham case.

President Tobin: Delegate Saunders is wrong. The R. B. Grover was not a new contract.

Delegate Saunders, 35: It was a reissue.

President Tobin: I might state to you that it did not go to the council for approval. There was not a new contract made with R. B. Grover, but when they made it a corporation the contract was underwritten, and it was agreed to transfer to the new company, and that in the case of White Dunham Co. it took a like course.

Delegate C. A. Kelley, 35: It seems strange to me that members of the council now cannot remember the fight they put up. I was asked to look up the records, and I found the records, but it does not say what the General Executive Board said when they rendered a decision in the Snow case. A delegate gets on the floor and says he thought it was the George H. Snow Co. All the mem-

bers fought that case, and it seems strange they did not know what they were contending for. I contend the Joint Shoe Council is in the right; it was a new firm under the name of George G. Snow Co., and that was the issue fought out in Brockton. It should have come before the council as an issue, as it was a new firm.

President Tobin: The chair has no particular interest in the matter beyond this: In pursuance of the general policy of the organization, when a change of this kind takes place, a factory is organized completely and using the union stamp, when a contract terminates a reissue is made.

Delegate Regan, 192: If I read article No. 13 right in the stamp agreement, it reads:

"In case the employer shall cease to do business, or shall transfer his business or any part thereof to any person or persons, or corporation, this agreement shall be ended and the stamp or stamps returned to the General President forthwith."

President Tobin: You will find that the contracts we make now read: "When a new agreement may be entered into between the employer and the General Executive Board of the Boot and Shoe Workers' Union." That is the reading of the regular contract.

Moved to suspend the rules and remain in session until the subject matter was disposed of. Lost.

Adjourned until 9 o'clock Thursday morning.

TENTH DAY—MORNING SESSION.

Convention called to order at 9 o'clock by President Tobin.

Absent at roll-call: Batchelder, Laird, Meade, Mulryan, Flynn, Wartusch, Healy, Dehling, Paulin, Schwartz, Leighton, Horn.

Continuation of debate on minority report submitted by Delegate Hallinan, 111, against the action of the General Executive Board in reissuing the stamp to the George G. Snow Company.

Delegate Studley, 44: Favored the minority report. This was a new firm and the council was right in contending for their rights to pass upon the issuance of the union stamp.

President Tobin: Stated he desired the Convention to understand that the contract provided that where a change in the firm took place the contract would be canceled and a new contract be entered into between the firm and the General Executive Board. Under the Constitution the General Executive Board was vested with the power to make rules governing the issuance of the union stamp. No stamp could be issued without the approval of the local union. The question of reissue being under the jurisdiction of the General Executive Board. I have here a list of the factories using the union stamp in 1904, which was

previous to the death of George G. Snow, in which the name appears as George G. Snow Co. Also a list of factories today with the stamps they use, and the firm name is George G. Snow Co., the same as before. I am not going to contend that new partners were not taken in. I admit they did take in new partners, and perhaps the company was reincorporated, but it still rests with the General Executive Board to reissue the stamp to this new concern in accordance with the arbitration contract.

Delegate Russell, 35, favored the minority report. Contended that stamp was originally issued to an individual, Mr. George G. Snow, and was reissued to a corporation, practically a new firm.

President Tobin: In all cases where a council or local union desires the termination of a contract for good and sufficient reasons this contract will be terminated.

A roll call being ordered, it was taken with the following result:

Yeas—Perry, McGuinness, McMillan, Sicard, Perkins, Townsend, McAvoy, Chatterton, Murray, Robinson (32), Gibson, Moore, Hasty, Ford (35), J. W. Kelley (35), Saunders, C. A. Kelley (35), Russell, Moriarty, Costello, Sul-

livan, McDonald, Chubbuck, Harrington, Keating, O'Connell, Stack, Lyons, Butler, Casey, Hatch, Duffy, Studley, O'Boy, Upton, James O'Brien (44), C. O'Brien (44), Monks, Geary, McCabe, Moran (44), Talbot, Sweeney (44), Shoughrow, Leary, Lowell, Kearns, Kane (74), Barry, Dahlquist, Wood, Smith, Carver, Abbott, Buckley, Chandler, McQuaide, Hallinan, Bump, Chevigny, Kenney, Farrell, Monaghan, Byrne (118), Mottau, McGaughey, O'Brien (122), Cosgrove, Kelley, Madden, Mathews, Hickey, Lynch, Holmes, Watson, Regan, Toomey, Cantwell, Collins, Ford (192), Dullea, Lovett, McCarthy (205), Kaspar, Ahern, Steele, Bowe, Frazier, Clarke, Ronald, Lappin, Bilodeau, Engler, Ryan (278), Dumas, Gunville, McCarthy (365), Rooney, Brown, O'Brien (365), Naves, Cole, Mackins, Connolly, Connors, Cushman, Tyler, Kreuser, Condon—109.

Nays—Baxter, LaFleur, Bly, Langland, Woodbury, Garfield, Vaughn (6), Martin, Martindale, Schaeffer, Whaley, Boyle, Howes, Luippold, Dunham, Raymond, Staples, Lovely, Campbell, Dwyer, Emery, Minihan, Kane (48), Nolan, Gallagher, Conant, Higgins, Hannan, Hughes, McManamy, Bury, Tatem, Nitsche, Anderson, Short, Elphinstone, Kuehn, McCormow, Meyers, Gillen, Flahive, Schmidt, Miller (222), Turner, Schaeffeld, Byrne (225), Gimblett, O'Dell, Crump, Stewart, Epps, Lesperance, O'Reilly, Corcoran, Poland, James, Clough, Edmonds, Murphy, Lee, Marazzane, Ware, Rohrdantz, Lydon, Ostrander, Kreger, Stanton, Ryan (338), Moran (341), French, Godfrey, McIsaac, Vaughn (363), Weitler, Hebert, McEvoy, Marshman, Pratt, Howatt, Miller (419), Barbeau, Martel, Robinson ("0"), Hopkins—84.

Minority report adopted, 109 to 84.

Protest of Charles T. Laird against the manner in which contract was amended and reissued to the W. L. Douglas Shoe Co.

Your committee recommends that the General President use his good offices in trying to substitute the regular arbitration agreement for the agreement known as the W. L. Douglas Co. contract.

Committee's report concurred in.

Appeal of Edward L. Donovan against the decision of the General Executive Board that he could be tried by the General Executive Board without reference to the local union.

Your committee recommends that the appeal of E. F. Donovan be denied, on the ground that the charges were preferred by the General President to the General Executive Board, and the General Board were acting within their constitutional rights on insisting that the charges be heard before that body.

Delegate Lynch, 192, contended that a member could not be expelled excepting after a fair trial, proving to the satisfaction of the local and general unions the member guilty. In this case the local union had been ignored, charge preferred direct to the General Executive Board by a member of the General Executive Board, contrary to the provisions of section 101 of the Constitution, which is as follows:

Section 101: No member shall be expelled from this union except upon written charges after a fair trial proving to the satisfaction of the local and general union, member guilty of treason to this union or to the cause of labor.

Delegate Lynch went into the case at considerable length, reading a brief and other papers on this question, to prove his contention that the member should have been tried first by his local union.

Secretary Baine: The General Executive Board in trying this case were within their constitutional rights according to the provisions of section 102 of the Constitution, which is as follows:

Section 102: All charges of whatever nature against any officer or member of union or council must be presented in writing to the body before which the charge is made, and no defendant shall be found guilty without having upon written application a copy of the charge preferred, and an opportunity for defence."

This section of the Constitution is to cover cases where a local union might refuse to act, and in this particular case the member had been allowed to ridicule the policy of the organization, distort figures in the financial statements, in an endeavor to show that the financial statements were incorrect, and further to preach treason, and the fact that the local union allowed this to continue for meeting after meeting, gave the General Executive Board the right to believe that any charges preferred against this member to the local union would be ignored. And in the absence of any constitutional provision making it compulsory for the local union to try the member

and render a decision, the General President preferred the charge direct to the General Executive Board, who appointed a committee in the absence of the General President to hear the charges. Brother Donovan was given a copy of the charges and notified to appear before the committee for trial, which he refused to do. It is absolutely necessary for the General Executive Board to have the power to try a member in such cases wherein the local union does not act.

Delegate Dullea, 205, contended that a member charged with a crime could waive his rights in the lower court and appeal direct to the higher court. If this is good law in the United States and Canada, it appeared to him it ought to be good law in this organization.

President Tobin: Delegate Dullea should remember that we are governed by the laws in our Constitution, and not by the laws of civil courts.

Delegate Hallinan, 111, favored report of the committee.

Delegate Hughes, 53, moved the previous question.

There being a sufficient number, it was put and carried.

Roll call was requested, and ordered with the following result:

Yeas—Baxter, La Fleur, Bly, Langland, Woodbury, Garfield, Vaughn (6), Martin, Martindale, Schaeffer, Whaley, Boyle, McGuinness, Lovely, Campbell, McMillan, Sicard, Perkins, Emery, McAvoy, Moriarty, Harrington, Keating, O'Connell, Stack, Lyons, Butler, Casey, Hatch, Duffy, Studley, James O'Brien (44), Monks, McCabe, Moran (44), Talbot, Minihan, Kane (48), Nolan, Gallagher, Conant, Higgins, Hannan, Hughes, McManamy, Bury, Tatem, Sweeney (69), Barry, Nitsche, Anderson, Abbott, Chandler, Hallinan, Bump, Chevigny, Farrell, Monaghan, Byrne (118), McGaughey, O'Brien (122), Cosgrove, Short, Elphinstone, Kuehn, McMorow, Meyers, Mathews, Gillen, Flahive, Schmidt, Kaspar, Miller (222), Turner, Schaffield, Byrne (225), Gimblett, O'Dell, Crump, Stewart, Epps, Lesperance, O'Reilly, Steele, Ronald, Bilodeau, Corcoran, Poland, Engler, James, Clough, Edmonds, Murphy, Lee, Marazzane, Ware, Rohrdantz, Lydon, Ostrander, Kreger, Stanton, Ryan (338), Moran (341), French, Godfrey,

Gunville, McIsaac, Vaughn (363), Weitler, McCarthy (365), Rooney, Brown, O'Brien (365), Naves, Cole, Mackins, Connolly, Hebert, Conners, McEvoy, Tyler, Kreuser, Marshman, Pratt, Howatt, Miller (419), Barbeau, Martel, Robinson ("O"), Hopkins—130.

Nays—Chatterton, Robinson (32), Gibson, Moore, Hasty, Ford (35), Saunders, C. A. Kelley (35), Russell, Sullivan, McDonald, Chubbuck, O'Boy, Sweeney (44), Shoughrow, Leary, Lowell, Buckley, Kelley (143), Hickey, Lynch, Holmes, Watson, Regan, Toomey, Cantwell, Collins, Ford (192), Dullea, Lovett, McCarthy (205), Ahern, Frazier, Lappin, Bowe, Cushman—36.

Committee's report adopted, 130 to 36.

Delegate Hallinan, 111: I hope this Convention will show a spirit of magnanimity, and I believe we are capable of doing it. I move that our General Secretary-Treasurer be requested to refund that fine of \$50.00 to Mr. Donovan, which was imposed upon him.

Adopted.

Protest of local 192 against payment of sick claim to John J. Holland.

Committee recommends that protest be not sustained.

Delegate Watson, 192: Opposed report of the committee, contending that this member had been disabled by striking another member of the union. They had four different members of the same organization who had testified that Brother Holland was under the influence of liquor, and therefore his claim should have been disallowed.

Secretary Baine: This member's claim was approved by the local executive board of his union and paid by the Secretary before the protest was entered. On receiving the protest from local 192 an investigation had been made from the General Office; we found that the member had been injured by striking another member in a dispute which had arisen between the two, but we were unable to secure any reliable evidence that the member was under the influence of liquor, and inasmuch as the Constitution did not debar members from drawing benefits when the injury might result from a quarrel, the protest was denied.

Report of committee concurred in.

Delegate McMorow, 141: Committee on

Officers' Reports' reported on the matter referred to the committee, pertaining to questions which arose in connection with the General President's report regarding the action of the Cutters of Brockton in relation to their attempt to establish the eight-hour day in the Douglas factory. The books have been submitted and the committee have looked them over, and I will read the first that appears in connection with the matter from the Secretary's book:

Meeting of local union held January 4th, 1906. Voted that the executive board be instructed to immediately take action to establish an eight-hour day; the executive board to report back to the local not later than February 15th, 1906.

Meeting of local executive board December 18, 1905. Moved, and seconded, that board recommend to the local that the cutters demand an eight-hour day on and after February 1, 1906. Voted to lay on table for one week.

Meeting of local executive board, December 26, 1905. Voted to take from table recommendation of local on the eight-hour day.

Voted that executive board recommend to local the discussion of an eight-hour day, and the advisability of making a demand for same.

Meeting of local executive board, January 8, 1906. Voted that business agent notify all manufacturers that on and after February 1st the cutters will work eight hours per day, and request an answer not later than January 22d, 1906.

Meeting of local board, Jan. 22, 1906. Communications from Co-operative Shoe Co., Kingman Shoe Co., F. F. Field Shoe Co., and Secretary Evans, of the Manufacturers' Association, declining to grant an eight-hour day to the cutters. Communication accepted and placed on file.

Voted that a committee of three be elected to draw up an answer to the Manufacturers' Association, said answer to be submitted to the board January 25, 1906.

Meeting of local board, January 25, 1906. Report of committee elected to answer letter from Manufacturers' Association:

COPY OF LETTER.

GENTLEMEN: Your letter of January 22nd, received and contents noted. We certainly cannot agree with you that competitive conditions and factory organization will not allow you to accede to our request, neither do we agree that the great majority of manufacturers in Massachusetts and all of those in other states are operating on a ten-hour basis. We have given this matter of shorter hours much consideration, and have done no small amount of investigation and work among the shoe cutters in other cities and towns, and believe that if (as you concede) the most of the manufacturers in this section have followed your lead in the nine-hour day, they would be compelled to follow this movement in order to secure competent cutters.

While we thank you for your kind words of sympathy for us in our desire for an eight-hour day, would say that sympathy is not what we desire at present, and we regret very much that we must report back to our local union your absolute refusal to accede to our request, or any expression from you that will lead them to believe that they may obtain anything along the lines of shorter hours except what may be obtained by actual compulsion."

Voted to accept the report of the committee, and instruct business agent to forward copy to Secretary Evans tomorrow morning, and Saturday morning before 10 o'clock give copies to Brockton Times and Enterprise.

Voted that a mass meeting of cutters be called for Wednesday, 6 P. M., in Hibernian Hall.

Voted that debate will commence at 6:30, and not later than 8 P. M., a vote will be taken by ballot to see whether the cutters will stand for an eight-hour day the first day of February, 1906.

Meeting of local board, January 29, 1906. Moved and seconded that board recommends to local that cutters do not go to work on Thursday until the manufacturers recognize the eight-hour day.

Chair does not accept motion.

Appeal taken from ruling of chair.

Roll call to sustain chair: Fortier, Batchelder. Marvill, O'Hare. Not to sustain chair: Saunders, Russell, Moore, Tracey, Weston. Chair not sustained.

Voted that business agent endeavor to arrange a conference with the manufacturers not later than 3 P. M. Wednesday, February 21st.

Voted that 1,500 ballots be printed.

Voted that agent write to manufacturers the following letter:

"GENTLEMEN: Our executive board, realizing the gravity of the issue before our cutters, hold themselves in readiness, should the manufacturers so desire, to meet in conference to discuss the situation at any time between now and Wednesday, February 21st, 3 P. M."

Voted to reconsider the vote whereby the board recommended to local that cutters do not go to work on Thursday until the manufacturers recognize the eight-hour day.

Roll call: Ayes—Marvill, Tracey, Fortier, Batchelder, O'Hare. Roll call: Nays—Moore, Weston, Saunders, Russell.

Voted, we believe that the demand made upon Brockton manufacturers for the eight-hour day to go into operation February 1, 1906, is not in accordance with our contract, and also violates section of the Boot and Shoe Workers' Constitution. We therefore recommend to this body that the demand made upon said manufacturers be withdrawn, and a new proposition be made, requesting the eight-hour day, and asking for a conference for the purpose of arranging if possible to secure the eight-hour day. Failing in this, that an effort be made to establish a bill of wages more satisfactory to this union. If all efforts to secure a satisfactory solution fail, the entire subject be referred to the next

Convention for action, and that the delegates of this local to the Convention are hereby instructed.

Delegate C. A. Kelley, 35: We admit that everything the General President said in his report is correct, and I move that the case be dropped right where it is.

Adopted.

Committee concurs in this section of the General President's report.

Concurred in.

Committee concurs in the report of the Auditors and Statistician, and recommends that every assistance possible be given the statistician by the members in collecting the data of his department.

Report of the committee concurred in.

In the work of administering and executing the constitutional law, and in maintaining the integrity of the union stamp contract, for their competent and zealous management of the affairs of the union, and the sterling honor which has characterized their administration, the General Officers are entitled to the commendation of this Convention, and it does hereby pledge on behalf of its constituents, the members of this organization, their active support and co-operation in promoting its interests and enforcing its laws.

Respectfully submitted,

C. J. McMORROW,
WM. H. WOODBURY,
THOS. B. HICKEY,
NELLIE O'BOY,
ED. VAUGHN,
CHARLES E. JAMES,
WARREN HATCH,
HENRY SCHMIDT,
JOHN C. SCHAEFFER,

Committee on Officers' Reports.

Concurred in.

Vice President Lovely stated it would be necessary for the Convention to fix a date when the amendments were to go into effect.

Delegate Dullea, 205, moved that all amendments go into effect September 1, 1906.

Adopted.

Delegate Martindale, 15: I have been requested by a number of the delegates of this Convention to move that a vote of thanks be extended for the efficient work of our stenographers at this Convention, recognizing the

fact that they have been working in our behalf both day and night. I, therefore, move that the thanks of this Convention be expressed, and that the Secretary be instructed to draw a check of \$100 each to be made payable to the stenographers, as an expression of our appreciation.

Adopted, unanimously.

Delegate Russell, 35, stated that their delegation had been instructed to present a resolution relative to the eight-hour day, and had understood that such a resolution had been introduced.

Delegate Tateman of Committee on Constitution: No resolution referring to the eight-hour day was presented.

Delegate Casey of Committee on Resolutions: No resolution referring to the eight-hour was received by our committee.

Delegate C. A. Kelley, 35: I know that a resolution of this kind had been drawn up, and I was given to understand that it was to be handed in here, and I thought it was.

Secretary Baine: Who introduced the resolution?

Delegate C. A. Kelley, 35: I believe it was in the hands of Brother Laird or Brother Chatterton. Moved that we go on record to that effect, that by the first of May we secure the eight-hour day.

President Tobin: The motion is out of order, as the Convention has already made a declaration with reference to the eight-hour proposition.

President Tobin: This Convention has been a long and laborious one; many matters of grave importance have been considered by the Convention and disposed of in accordance with the convictions of the Convention. While the chair will not claim infallibility, it has been his aim at all times to be fair and impartial, and I am going to leave Milwaukee with the conviction that I have endeavored at all times to extend every courtesy and every privilege to the delegates on the floor of the Convention, without regard to their convictions, and without regard to any personal feeling that I might have for or against any delegate. My friends have received at my hands no greater consideration than those who chose to be on the other side of the question which I might

favor. But in so far as I may have strayed from a true course, it has been because of error of judgment, rather than intention to do anybody an injustice.

I think it has been shown here that the thing which we need most is a greater degree of co-operation one with the other, and I will say personally that it has been my aim under any and all circumstances—and I speak for the General Secretary-Treasurer when I say that—to give every co-operation to our local unions and to the officers and councils at all times. There has been a difference of opinion at times which has been largely due to the fact that we have not been approached in what we have been pleased to consider a proper method of approaching the solution of grave questions, and instead of our co-operation being solicited on occasions, we have been called to submit to conclusions reached in advance, and I say that under all circumstances, when any grave question arises, if any local union will come to us and say to us, “we desire your co-operation,” that co-operation will be given freely and under any and all circumstances at any hour of the day or night.

We trust that from this Convention a new condition will be established within our organization; that the evidence is here of a desire that greater unanimity of action be manifested at all times between local unions, and between the General Office and the local unions. We should not at any time reach the conclusion that there should be any line or division between the General Union and the local unions. There has been too much of a desire manifested at times to separate the one from the other. It has seemed at times that the local unions would occupy the position of setting themselves in one position and the General Organization in another. The General Organization, as I understand it, is the administrative body, which administers the Constitution and the agreements of the organization in behalf of all the local unions affiliated with the General Union, and our ac-

tion should be along one common line, in which we all co-operate for a common, given purpose, and I have in mind that the aims and purposes of our organization are to establish better conditions of employment, better wages, and to do everything which we can in the direction of making for greater security of employment; that snap judgment is to be avoided at all times; that trickery, or anything approaching trickery, in the management of union affairs, either nationally or locally, is destructive of our best interests, and let us make an honest effort to deal fairly with everybody, employers as well as unions. It shall be our aim at all times to give to the local unions everything that belongs to them, and we ask them to co-operate with us to that end.

In closing this Convention I extend my sincere thanks to the delegates for their fairness to me personally, and for their courtesy which they have extended to each other, despite the fact that at times through the heat of debate, some things have been said which would be better unsaid, and some arguments indulged in that would not be at cooler moments, and we ask each and every one to forget the past, and to remember that the future holds in store for us that which we deserve, and which we can secure by greater co-operation, greater fellowship, and greater loyalty to the organization.

With these very few words, I ask you to return to your homes with a determination that it shall be your duty to work from this day forward for the upbuilding of this movement which promises so much, and which we must endeavor to make more secure, more substantial, and more of a hope for the shoe-workers of this country.

In accordance with usual custom, Convention adjourned singing “Auld Lang Syne.”

Adjourned *sine die*.


General Secretary-Treasurer.

Unionists Are in Duty Bound to Buy "Union Label Goods"

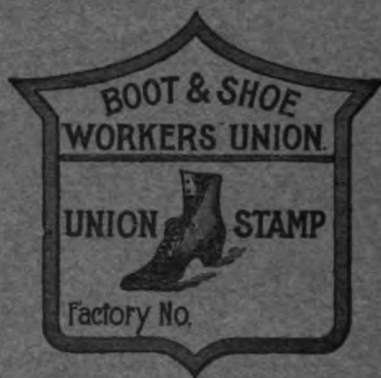
All Others should purchase UNION LABEL GOODS, as by so
doing the condition of the workers is improved and

Besides, Other things being equal, better
value is obtained for the money.

"By This Sign We Shall Conquer"

Endorsed by the
American Federation
of Labor

The Only Union Label
of the United Shoe
Craft



REGISTERED

The Only Guarantee
That Boots and Shoes
Are NOT Made
by Convict or Scab
Labor

When Buying Shoes

demand goods bearing the above device
impressed upon the sole, insole, or lining,
AND PURCHASE NONE OTHER

"Labor is the Foundation of Society and of Government"

Free Institutions Must Perish

Or Ignorant, Convict and Scab Labor Must be Superseded by
Intelligent, Free and Union Labor

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